



**MASSACHUSETTS COLLEGE *of* PHARMACY
and HEALTH SCIENCES**

Annual Campus Security and Fire Report

**Reporting Year 2023
Published 2024**

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A Message from the Department of Public Safety

Dear Friends:

The MCPHS Department of Public Safety is committed to maintaining a safe and secure campus by providing quality policing in partnership with the community. Together, the Department and the community can work to create an environment free from the distraction of criminal activity and disorder, for the pursuit of education and scholarship that brings people to MCPHS University. Although reported crime at MCPHS is low, it is important for students, faculty, and staff, and visitors to remember that we are located in urban settings and must contend with many of the crime and safety issues that exist in any city. Preserving the safety and security of the University is the combined responsibility of the entire community.

We ask that our partners in the community assume their individual and collective responsibilities to make MCPHS University a place that is free of crime, fear and disorder, and to provide a civil and open environment that fosters learning and mutual respect.

If after reading this report, you have any questions about your safety or security or want to talk to a public safety officer, please feel free to stop by Public Safety on the first floor of the Fennell building in Boston, the first floor of 25 Foster St. and 10 Lincoln Square in Worcester, or the main lobby of 1260 Elm Street in Manchester. By taking the time to familiarize yourself with our resources and by using the information provided in this booklet you will be actively assisting us in maintaining a safe and secure campus for all students, faculty, and staff.

Sincerely,

Kevin Nolan
Chief of Public Safety

About the Department of Public Safety

OVERVIEW

At MCPHS University (“MCPHS” or the “University”), the mission of the Department of Public Safety is to maintain a safe and secure campus. The Department of Public Safety pursues this mission within the University context of free expression, rigorous inquiry, vast diversity, and pursuit of distinction. The Department of Public Safety honors these traditions and seeks success by means that are moral, constitutional, and respectful of individual rights and community interests. The Department of Public Safety’s locations are as follows:

Boston

Fennell Building, 1st Floor: 617-832-2900
Open 24 hours per day, 7 days per week, 365 days per year

Worcester

25 Foster Street, 1st Floor: 508-373-5800
10 Lincoln Square, 1st Floor: 508-373-5796
Open 24 hours per day, 7 days per week, 365 days per year

Manchester

1260 Elm Street, main lobby: 603-314-1771
Open 7am to 11pm Monday through Friday during the academic year.

The Department of Public Safety, under the administration of the Director of Public Safety and Security, is comprised of 25 sworn Special State Police Officers (SSPOs). All MCPHS University Campus Police Officers; Director, Captains, Lieutenants and Sergeants are Sworn Officers under Massachusetts General Law 22C § 63, which gives them the authority to make arrests for criminal offenses committed on MCPHS University property.

The Department of Public Safety maintains a close working relationship with the Massachusetts State Police, New Hampshire State Police, and local police departments, and will coordinate with them at times in order to ensure that most appropriate response to criminal incidents occurring both on campus and in the areas immediately adjacent to campus.

RESPONSIBILITIES TO THE COMMUNITY

- To protect life and safeguard property
- To create a safe and secure environment for the entire MCPHS University community
- To prevent crime, control criminal behavior, maintain order, and reduce fear of crime
- To accomplish all police objectives legally and constitutionally, guided by MCPHS Department of Public Safety values and mindful at all times of the rights of individuals and the interests of the community
- To create partnerships with MCPHS University and community groups, service agencies, institutions, and other criminal justice agencies
- To identify and solve problems
- To listen to community concerns
- To establish and support crime prevention programs

- To respond to calls for service
- To investigate crimes
- To apprehend those who commit crimes
- To help to convict persons charged with crimes

PREPARING THE ANNUAL SECURITY REPORT

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (the “Clery Act”) requires all institutions of higher education to provide students and employees with information about their security policies and procedures and statistics on reported instances of certain crimes (“Clery Crimes”).

MCPHS’s annual statistics include Clery Crimes that occurred within the geographic scope defined by the Clery Act, known as Clery Geography, meaning on campus, in or on non-campus buildings or property, or on public property, as those terms are defined in the Clery Act.

The annual crime statistics report includes information requested and obtained from individuals designated by the University as Campus Security Authorities positioned in departments such as: Public Safety, Human Resources, Student Affairs, Residence Life, Facilities, and other University officials who have “significant responsibility for student and campus activities, including but not limited to, student housing, student discipline, and campus judicial proceedings.” When Campus Security Authorities become aware of a crime that occurred on or around campus, they have an obligation under federal law to report the information to the Department of Public Safety and, when appropriate, the Title IX Office. Campus Security Authorities play a key role in ensuring the safety of the MCPHS community by delivering information to the necessary offices, which in turn helps to ensure that the campus remains informed and that individuals have access to the support and resources they deserve.

Campus Security Authorities do not need to investigate a crime but simply need to report information in an accurate and timely manner as our institution has a responsibility to notify the campus community about crimes that pose a serious or ongoing threat to the community.

Crime statistics are also requested and obtained from local and state law enforcement. For statistical purposes, crime statistics reported to any of these sources are recorded in the calendar year that the crime was reported. Reporting for the purposes of the Clery Act does not require initiating an investigation or disclosing identifying information about the alleged victim.

All of the statistics are gathered, compiled, and reported to the University community via this report, which is published by the MCPHS Department of Public Safety. Public Safety submits annual crime statistics published in this report to the U.S. Department of Education. The statistical information gathered by the Department of Education is available to the public on its website.

All policy statements included in this report pertain to all campus locations except as otherwise noted.

ON-CAMPUS CRIMINAL INVESTIGATIONS

With respect to conduct that takes place on campus, the Department of Public Safety investigates criminal complaints filed by community members and pursues investigations to their most reasonable conclusion. Officers may conduct follow-up investigations, with support when

necessary from a number of law enforcement partners, including the Massachusetts State Police, the New Hampshire State Police, Boston Police, Worcester Police, Manchester Police, federal agencies, District Attorney's offices, and victim-witness programs.

One of the Department of Public Safety's central concerns is the interests of the victim. Public Safety recognizes the importance of confidentiality and protecting the identity of the victim to the extent possible in the course of an investigation.

OFF-CAMPUS CRIMINAL INVESTIGATIONS

When a student is involved in an off-campus incident involving disorderly or criminal behavior, Public Safety officers may assist the local police department in its investigation. On a regular basis the local police departments share incident reports which involve off-campus activity, which may involve MCPHS University students. Public Safety shares those reports with the appropriate departments for follow-up that could result in disciplinary action.

PROFESSIONAL CONDUCT

Public Safety's relationship with the community is vital to achieve our mission. All community members should expect to be treated in a courteous and professional manner by members of Public Safety. Public Safety does not tolerate unprofessional or rude conduct by our employees and expects all employees to provide an appropriate level of service. The quality of our service is dependent in part on feedback from the community, and we welcome all feedback. We also wish to recognize instances where our employees have been especially helpful or have exceeded expectations in the service that they have provided. The community is encouraged to bring to the Department's attention both compliments and questions of the professionalism by contacting the local Public Safety office in a timely manner:

- Boston: 617-732-2900
- Worcester: 508-373-5800
- Manchester: 603-314-1771

Additionally, community members can submit information via the University's Compliance Hotline by telephone, email or fax as follows:

- Telephone: 877.472.2110
- Email: reports@lighthouse-services.com (Indicate that your report concerns MCPHS University).
- Fax: 215.689.3885 (Indicate that your report concerns MCPHS University)

Community members may provide their name and contact information, or they may submit reports anonymously. Anonymous complaints will be investigated but the investigation may be limited if the complainant cannot be reached for follow-up questions.

Calling the Department of Public Safety / Reporting A Crime

REPORTING A CRIME, EMERGENCY OR SUSPICIOUS ACTIVITY

Students, faculty, and staff are strongly encouraged to report all criminal and suspicious activity to Public Safety in an accurate and timely manner. MCPHS community members should remember that reports may be made on behalf of another, when, for example, the victim of a crime does not

elect to or is unable to make such a report. Timely reporting of information assists us in intervening in potential criminal activity and apprehending suspects. Please do not delay in calling. Criminal offenses should be reported to Public Safety so that the Department can determine whether a Timely Warning notice is necessary and so that the information can be included in the annual disclosure of crime statistics.

Members of the community are strongly encouraged to report all criminal and suspicious activity to Public Safety in a timely manner. Timely reporting of information is crucial in resolving potential criminal activity and apprehending suspects. To report a crime or emergency on the MCPHS University campus, call the Public Safety Department at any time via campus telephone at extension 2222 (Boston & Manchester) for emergencies, or by telephone (617) 732-2900 (Boston), (508) 373-5800 (Worcester) and (603) 314-1771 (Manchester). Reports may also be made at the respective Public Safety desk, located on each campus.

A dispatcher is available at these respective telephone numbers 24 hours a day to answer your call.

IMPORTANT TELEPHONE NUMBERS

Public Safety Emergency-All Campuses	617-732-2222
Public Safety Non -Emergency-Boston	617-732-2900
Public Safety Non -Emergency-Worcester	508-373-5800
Public Safety Non -Emergency-Manchester	603-314-1771
Counseling Services - Boston	617-732-2837
Counseling Services - Worcester	508-373-5690
Counseling Services - Manchester	603-314-1781
Student Health Services – Boston	617-879-5220
Student Health Services – Worcester	508-373-5646
Student Health Services – Manchester	603-314-1783
President’s Office	617-732-2880
Office of Student Affairs - Boston	617-732-2929
Office of Student Affairs - Worcester	508-373-5646
Office of Student Affairs - Manchester	603-314-1783
Residence Life - Boston	617-732-2866
Residence Life - Worcester	508-373-5791
Academic Resource Center	617-732-2860
Beth Israel Deaconess Medical Center (BIDMC)	617-667-7000
Boston Area Rape Crisis Center (24-hour hotline)	800-841-8371
Boston Police Department Sexual Assault Division	617-343-4400 or 911
Casa Myrna Vasquez, Inc. (for battered women)	877-785-2020
Center for Violence Prevention and Recovery	617-667-8141
Fenway Community Health Center’s Victim Recovery Center	617-927-6250
National Domestic Violence Hotline	1-800-799-7233
Rape, Abuse, Incest National Network (RAINN)	1-806-656-HOPE (4673)
Pathways for Change /Worcester Rape Crisis Center Hotline	800-870-5905
UMASS Memorial, Worcester	508-334-1000

St. Vincent's Hospital, Worcester	508-363-5000
Elliot Hospital, Manchester NH	603-669-5300
Bridges Hotline	603-883-3044
Crisis Center of Central New Hampshire	866-841-6229
New Hampshire Coalition Against Domestic Violence and Sexual Violence	800-277-5570

RESPONSE TO REPORTED INCIDENTS

In the event of a reported crime or emergency, there will be a public safety response to your location, either by the Department of Public Safety alone or a joint response with local law enforcement. In response to a call, Public Safety will take appropriate action, either dispatching an officer or asking the victim to come to Public Safety to file an incident report. All reported crimes will be investigated by the University. Incident reports involving MCPHS students, faculty, or staff may be forwarded to the relevant school or department for review and potential referral to the appropriate disciplinary process. At its discretion, the Department of Public Safety may conduct further investigation into an initial report. Additional information obtained from any such investigation may also be forwarded to the relevant school or department. In appropriate instances, the Department of Public Safety will refer cases to, or coordinate with local law enforcement. In the event of a reported sex offense, initial responders, including the Department of Public Safety, will make sure the survivor is made aware of the wide variety of available resources.

IF YOU SEE SOMETHING, SAY SOMETHING

In order for Public Safety to maintain a safe and secure environment for the students, faculty, and staff of the University, it needs the help of the community. Public Safety cannot do it alone! We need you to serve as our eyes and ears. You are in a better position than Public Safety to identify behavior and activities that are out of the ordinary in your residence or workplace. When you do identify suspicious behavior, call Public Safety at **617-732-2222** immediately. Don't delay!

You should trust your instincts. If something doesn't seem right, it probably isn't. Don't ignore it or keep it to yourself. Call us – even if you are unsure about what is occurring. We are not encouraging community members to intervene or take actions on their own. We just need you to alert us to the situation. We will then dispatch officers immediately to investigate and take appropriate action.

By being vigilant and looking out for each other, students, faculty, and staff can do their part to assist Public Safety in keeping the University safe and secure. Whatever hesitation you might have about calling Public Safety is far outweighed by the benefit of alerting us to potential criminal behavior.

WHAT IS SUSPICIOUS BEHAVIOR?

Signs of behavior that might be suspicious:

- A person trying to enter a residence without the proper access card.
- A person running and looking about furtively, as if he or she were being watched or chased.
- A stranger carrying property at an unusual hour or location, especially if the items are computer or other equipment, office machinery, or a locked bicycle.
- A person going door-to-door in an office building or residential area.

- Any person forcibly entering a locked vehicle or building.
- Transactions being conducted from vehicles, especially near schools or parks. These may be illegal drug sales or sales of stolen property.
- One or more persons sitting in a parked car closely scanning the area.
- A person (especially a juvenile or female) being forced into a vehicle.
- A person exhibiting unusual mental or physical symptoms.
- Unusual noises, including gunshots, screaming, sounds of fighting, barking dogs, or anything suggesting foul play, danger, or illegal activity.

It is important to remember that people aren't suspicious; behavior is. When in doubt, call. If you witness any suspicious activity, call Public Safety immediately.

ANONYMOUS REPORTING

Community members can report criminal or suspicious activity anonymously by calling public safety at 617-732-2900 (Boston), 508-373-5800 (Worcester), or 603-314-1771 (Manchester). Community members can call Public Safety to report domestic violence and sexual assaults, drug usage and dealing, or any other criminal activities. However, in an emergency, community members should call either 911 or the Public Safety emergency number: **617-732-2222**. The purpose of an anonymous report is to allow the University to keep an accurate record of the number of incidents involving students, employees and visitors; determine whether there is a pattern of crime with respect to a particular location, method, or assailant; and alert the campus community to potential danger.

VOLUNTARY CONFIDENTIAL REPORTING

Community members who have been the victim of a crime but do not wish to pursue action within either the University system or the criminal justice system may want to consider asking a Public Safety officer to file a report on the details of the incident without revealing their identity. As with an anonymous report, the purpose of a confidential report is to comply with the victim's wish to keep the matter confidential, while taking steps to enhance the future safety of the victim and others in the community. This allows the University to keep an accurate record of the number of incidents involving students, employees and visitors; determine whether there is a pattern of crime with respect to a particular location, method, or assailant; and alert the campus community to potential danger. While confidentiality will be protected by the for crime statistic reporting purposes, as is explained in more detail in Appendix 6, all MCPHS faculty and employees (including student-employees), other than those deemed Confidential Employees, are Mandated Reporters under law and are expected to promptly report all known details of actual or suspected sex discrimination, sex-based harassment, violence, or retaliation and/or Other Prohibited Conduct to the Title IX Coordinator immediately, although there are some limited exceptions.

Crime Awareness

TIMELY WARNINGS

Public Safety provides timely warnings to the University Community when a significant criminal incident occurs within MCPHS's Clery Geography and represents a serious or continuing threat. Decisions to disseminate a warning will be decided on a case-by-case basis in light of all the facts surrounding the crime and the continuing danger to the campus community. The purpose of the

warnings is to aid in the prevention of similar crimes by alerting the community to the incident and providing information on the actions people can take to diminish their chances of being victimized.

The amount and type of information presented in the warning will vary depending on the circumstances of the crime. If there is certain information that could compromise law enforcement efforts, it may be withheld from the timely warning notice. An effort will always be made to distribute a warning as soon as pertinent information is available so that the warning is a preventive tool, not solely a description of the incident.

Timely warnings are typically issued for the following Uniformed Crime Reporting Program (UCR)/National Incident Based Reporting System (NIBRS) crime classifications: major incidents of arson, aggravated assault, and murder/non-negligent manslaughter, robbery, and sex offenses. Cases of aggravated assault and sex offenses are considered on a case-by-case basis, depending on the facts of the case and the information known by Public Safety. For example, if an alleged assault occurs between two students who have a disagreement, there may be no ongoing threat to other MCPHS community members and a Timely Warning Notice would not be distributed. Cases involving sexual assault are often reported long after the incident occurred, in which case there is no ability to issue a 'timely' warning notice to the community. Thus, whether to issue a Timely Warning Notice based on a reported sex or other offense will be determined on a case by case basis depending on when and where the incident occurred, when it was reported, and the amount of information known to Public Safety. Similarly, Public Safety will assess reports of property crimes and will distribute a Timely Warning Notice in the event of a pattern of crime that poses a serious or continuing threat to the community. The director of Public Safety or designee reviews all reports to determine if there is an on-going threat to the community and if the distribution of a Timely Warning Notice is warranted. Timely Warnings may also be posted for other crime classifications and locations, as deemed necessary.

Timely Warning Notices will be issued to students and employees in a manner that is timely, that withholds the names of victims as confidential, and in a manner that aids in the prevention of future similar crimes. Timely Warning Notices are typically written and distributed by staff in the Public Safety Department. Timely warning notices are disseminated to the MCPHS University community via the University's emergency text / email system.

EMERGENCY MANAGEMENT FRAMEWORK

The Colleges of the Fenway have adopted emergency management plans that are common to all of the Colleges of the Fenway, including MCPHS, although the plans are tailored to meet the needs of each school. The Colleges of the Fenway and MASCO conduct joint training in preparation of manmade and natural disasters. This training consists of monthly meetings and yearly tabletop exercises, as well as participation in actual drills.

EMERGENCY NOTIFICATION TEXT / EMAIL SYSTEM

In the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students or employees occurring on campus, the University has at its disposal a wide variety of communication tools including:

- The MCPHS Emergency Notification System
- MCPHS University Portal
- Public address systems

- MCPHS University email
- Bullhorns maintained at the Palace Road desk
- Media outlets including local television and radio stations
- TV monitors in most campus buildings
- Notices posted in central locations in all campus buildings

MCPHS's emergency notification system is the primary tool for emergency notifications to the members of the University community who have registered to receive messages. The emergency notification system allows the University to immediately and simultaneously send messages to the University community via text messaging and email.

In the event of a failure of technology, the University may communicate via face-to-face communication. Members of the larger community, such as parents or campus neighbors may receive information about emergencies on campus from the local/national media and/or the MCPHS website.

MCPHS community members are urged to keep their contact information up to date via the MCPHS University Portal.

MCPHS uses some or all of the above-listed communication tools to immediately notify the campus community upon confirmation of a significant emergency or dangerous situation involving an immediate threat to the health or safety of students, faculty, and staff on campus.

MCPHS is responsible for confirming (with, when appropriate, local first responders and the National Weather Service) whether there is a significant emergency or dangerous situation that poses an immediate threat to the health or safety of some or all members of the MCPHS University community. MCPHS University will then, without delay, and taking into account the safety of the community, determine the content of the emergency message and initiate the emergency messaging system, unless issuing a message will, in the judgment of Public Safety or other responsible authorities, compromise efforts to assist a victim or to contain, respond to or otherwise mitigate the emergency situation. Subsequent follow up notifications will be sent through the emergency notification system and other communications tools as needed.

EMERGENCY EVACUATIONS

Emergency evacuation plans have been created for buildings on campus. Building evacuation drills are conducted annually in academic and office buildings and once per semester in residence halls. Evacuation drills are both announced and unannounced based on building occupancy. Each drill is documented including its date, time, location, and any pertinent information that will help improve future evacuations. Building evacuation maps are posted prominently within each building.

During the Evacuation

When a fire alarm is activated, everyone must evacuate. Stop what you are doing immediately and head toward an emergency exit. Do not delay evacuation. Occupants should shut their doors behind them as they leave. Follow exit signs to the nearest fire stairwell or exit discharge; do not use elevators. First responders should be informed as to the location within the building of any occupants in need of assistance. Once the building has been cleared, occupants will be permitted to re-enter.

When Evacuation Is Not Possible

In a fire or fire alarm situation, always check doors to see if they are hot or warm to the touch before you open them. If heat or smoke prevents you from evacuating, return to your room and use towels or other cloth items to seal around the door. Hang a white object in the window and reclose the window (if it opens) as much as possible. Do not reopen your window (if it opens) unless you are forced to do so by smoke. After you have sealed your door, immediately call 911 and advise emergency responders of your location and situation.

Sheltering in Place

Because sheltering in place may be the protective action recommendation for several emergencies with differing risks, and because sometimes the initial recommendation to shelter in place is followed by relocation, there is no single set of shelter in place procedures. Emergencies change as they progress. The questions to ask yourself are: Am I safer inside or outside? Where am I safest inside? Where am I safest outside?

Post-Incident

At the completion of the incident, the Fire/Rescue Department or other appropriate emergency officials should release the building to the facility leadership. The facility should be pronounced all clear, or clear with conditions for re-occupancy.

ADDITIONAL DRILLS AND EXERCISES

The Colleges of the Fenway have adopted emergency management plans that are common to all of the Colleges of the Fenway campuses, including MCPHS, although the plans are tailored to meet the needs of each school. The Colleges of the Fenway and MASCO conduct joint training in preparation of manmade and natural disasters. This training consists of monthly meetings and yearly tabletop exercises, as well as participation in actual drills.

Monthly testing of the Emergency Notification System is also conducted. These tests are designed to assess and evaluate the emergency response plans and capabilities of the institution. These tests may be announced or unannounced. General information about the emergency response and evacuation procedures is publicized each year as part of the University's Clery Act compliance efforts.

PUBLIC POLICE CRIME LOG

The Department of Public Safety produces a written daily crime log that is available to the public, as required by Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, codified at 20 U.S.C. § 1092(f), 34 C.F.R. § 668.46 as part of the Higher Education Act of 1965 (the "Clery Act") and Massachusetts General Laws Chapter 41, Section 98F. The purpose of the daily log is to provide information about valid complaints of criminal and other significant incidents occurring on campus to members of the University community, which might be relevant for their safety and security. The daily crime logs are available for inspection during business hours by the public upon request.

CLERY ACT CRIMINAL STATISTICS

The Clery Act is a federal law that requires colleges and universities to disclose annual information about campus crime. Each year the University files a report of campus crime statistics with the

United States Department of Education. Crime statistics for the past three calendar years are maintained on the University's website.

For each calendar year, the statistics reflect the number of reported incidents of certain crimes, as defined by the Clery Act, which occurred within MCPHS University's Clery Geography. These crimes include: homicide, manslaughter, sex offenses (including rape, fondling, incest and statutory rape), domestic violence, dating violence, stalking, robbery, aggravated assault, burglary, motor vehicle theft, and arson that occurred on or near campus for the previous three calendar years. Also included are arrest and disciplinary referrals for drug law violations, liquor violations, weapon violations, and bias-related crimes.

The Clery statistics include crimes reported directly to the MCPHS Department of Public Safety, to local law enforcement agencies, and to "Campus Security Authorities". As stated above, "Campus Security Authorities" are defined by the Clery Act as University officials who have "significant responsibility for student and campus activities, including, but not limited to, student housing, student discipline, and campus judicial proceedings." Professional mental health and religious counselors are exempt from reporting requirements.

Please find the criminal statistics for all of MCPHS University's campuses in [Appendix 1](#). Because the Clery Act is a federal law, its definitions are not identical to those found in Massachusetts law. For the purposes of reporting crime statistics, the MCPHS Department of Public Safety uses the definitions set forth in [Appendix 3](#). The definitions under Massachusetts law for certain crimes are set forth in [Appendix 4](#).

For additional information on the Clery Act please visit www.ed.gov/admins/lead/safety/campus.html.

Your Role in Preventing Crime

CRIME PREVENTION EDUCATION AND SECURITY AWARENESS

In addition to the daily informal face-to-face contacts they have while on patrol, the MCPHS Department of Public Safety officers perform more formalized community outreaches as well. Officers present safety and security information at community meetings, make presentations at new student orientations, and initiate informal contact with students, faculty, and staff.

The MCPHS Department of Public Safety officers are approachable and committed to keeping the MCPHS University community safe and secure by providing students, faculty, and staff direction and steps they can take to maintain their own safety and the security of others and to familiarize them with the Department and the many services that it offers.

The MCPHS Department of Public Safety, in conjunction with the various MCPHS Schools, offers crime prevention and security awareness educational programs each year. A common theme of all awareness and crime prevention programs is to encourage students, faculty, and staff to be aware of their responsibility for their own security and the security of others.

COMMUNITY'S ROLE IN MAINTAINING A SAFE AND SECURE CAMPUS

It is important for students, faculty, and staff to remember that we are located in an urban setting and must cope with many of the crime and safety issues that exist in any city. The safety and security of the University is the combined responsibility of the entire community. Safety is a two-way street, and the community must take precautions to protect itself.

Community members need to utilize services, not just be aware of them. Each of you must assume a personal responsibility by taking precautions to prevent yourself from becoming a victim. The more people are looking out for one another, the more effective we will be at collectively protecting our community.

THEFT PREVENTION

The MCPHS Department of Public Safety is committed to providing the MCPHS University community with a safe and secure environment, but it is important to remember that we are in an urban setting.

Theft is a crime of opportunity. If you do not take precautions to protect your property, then you increase the risk that it could be stolen. Theft is the most difficult crime for the MCPHS Department of Public Safety to stop, but the easiest crime for you to prevent.

You should take the following precautions to safeguard your property:

- When you leave your room or office, even for a moment, make sure always keep your doors and windows locked. Do not prop open or disengage the locking system on the door or windows.
- Never leave your purse, wallet, book bag, laptop, cell phone, or other property unattended even for a moment in a public setting. If you must leave your property, leave it with someone you know, not a person studying or working in the area. Before you walk away from your property: “stop, think and secure.”
- Never allow anyone you do not know to enter a locked building when you are entering or exiting. Do not let people “piggyback” with you! If someone does enter that you do not recognize, please call the MCPHS Department of Public Safety at **617-732-2222** immediately. Do not confront them or ignore them.
- Do not hang your purse or bag over the back of your chair while you are in a dining establishment or other public place. Do not place your pocketbook or bag under the table out of sight.
- Keep an updated list of all personal property that has serial numbers, especially your personal electronics and bicycles. Please note the MAC addresses on any technology with access to the internet. This information may help detectives with their investigation.
- Download the “Find my iPhone” (Macs and iPods) app.
- When locking your bicycle, use a steel “U” lock rather than a cable lock. Lock the frame and tire together to a stationary object. If the bike has an easily removable seat, we recommend that you remove the seat and take it with you.
- If you are a victim of a theft, report it immediately to MCPHS Department of Public Safety at: 617-732-2900 (Boston); 508-373-5800 (Worcester); 603-314-1771 (Manchester). We are available 24 hours a day. No crime is too small to report to us.

What to Do If You Have Been a Victim of Theft

The MCPHS Department of Public Safety regrets that you have been a victim of a theft while working, going to school, or visiting MCPHS University. The MCPHS Department of Public Safety realizes that this may be a difficult time for you. In an effort to mitigate further risk to your personal accounts we have created the following checklist of personal and financial security. When your financial institutions receive timely notification regarding the loss of your property, they are in a better position to prevent fraudulent activity on your accounts. If you have any further questions regarding next steps to take, please do not hesitate to contact the MCPHS Department of Public Safety at 617-732-2900 (Boston); 508-373-5800 (Worcester); 603-314-1771 (Manchester).

- File a police report with the MCPHS Department of Public Safety. The MCPHS Department of Public Safety can be reached at 617-732-2900 (Boston); 508-373-5800 (Worcester); 603-314-1771 (Manchester).
- If physical keys were stolen, inform the owner of that property so that the lock(s) may be rekeyed.
- Call your financial institutions and cancel all applicable credit/debit cards. Request new cards with new numbers to ensure protection of your accounts.
- If your wallet was stolen and contained checks, call your banking institution to receive further instructions to protect your account.
- If your health insurance card was in your wallet, call your health insurance provider and request a new card.
- Consider all of the accounts that may automatically deduct money from your accounts. Remember to update those accounts where appropriate.
- If you have any membership cards in your wallet (i.e. gym, supermarket, etc.) notify the applicable companies and request replacement cards.
- Call the appropriate department or registry of motor vehicles and request a new license or identification card with a new number.
- Replace any applicable government issued cards such as your social security card, military identification card, or passport.
- Contact the three major credit bureaus (Equifax, Experian, and Transunion) and ask them to put a fraud alert on your account. If you are not applying for a job or new credit, ask them to place a freeze. They will give you a personal identification number that will be needed to lift it. After 60 days, you should run a free credit report to verify your account. For more information, please visit the website: www.consumer.ftc.gov.

LAPTOP THEFT PREVENTION

Laptop theft is often a crime of opportunity. Students, faculty, and staff are strongly encouraged to take appropriate precautions to prevent the theft of their laptop computer and to register their laptops to assist the police in recovering the laptop in the event that the laptop is lost or stolen.

- Never leave your laptop unattended in public places even “just for a minute.” Remain in physical contact with it at all times (take it into the restroom if you must). Do not leave your laptop alone!
- Lock offices or dorm rooms where the laptop is stored.
- Lock the laptop in a cabinet in a locked office or dorm room.
- Use a security device such as a steel cable lock or alarm.
- Write down the MAC (Media Access Control) address of your network card.

- Document serial and model numbers of your laptop and accessories (such as hard drives and mice) and keep them in your files.
- Register your laptop through the manufacturer's product registration program.
- Back up your data, either online or via an external drive and store the drive some place other than your carrying case.
- Install laptop tracking and recovery software such as LoJack for Laptops.
- Contact the MCPHS Department of Public Safety at 617-732-2900 (Boston); 508-373-5800 (Worcester); 603-314-1771 (Manchester) to file a theft report immediately if your laptop is stolen on campus.

Sexual Assault / Sex Offenses

MCPHS University is committed to maintaining a safe environment for members of our community. MCPHS University will not tolerate rape, any form of sexual assault, stalking, dating violence, domestic violence, or any other form of violence. The Office of Public Safety has nine sexual assault investigators on staff who can be of assistance, including contacting the local Police authorities if the victim so desires. Public Safety can also assist in identifying University support services for victims of violent crimes. Students who may be a victim of sexual assault will be offered immediate medical treatment and counseling support at either the on-campus Health Center or off campus at Beth Israel Deaconess Medical Center (BIDMC) in Boston, St. Vincent's Hospital on Worcester and Elliot Hospital in New Hampshire.

The Office of Public Safety can provide transportation to the Health Center or to the hospital whether or not an incident is filed with the local or Campus police. It is up to the victim to decide if such a report should be filed or not. A medical escort can be requested without divulging that an assault or rape has occurred.

When a rape or sexual assault is reported, there is no requirement that the victim file criminal charges. It is important to preserve any physical evidence as proof of an assault, should the victim decide to file charges at a later date. Students are also strongly encouraged to report incidents of sexual assault to Public Safety or to the Title IX coordinator in order to receive coordinated services from the University and surrounding community.

BYSTANDER OPTIONS

MCPHS University encourages all members of the community to take safe and positive actions to intervene when there is a risk of domestic violence, dating violence, sexual assault or stalking. Bystander intervention includes recognizing situations of potential harm, understanding cultural conditions that may facilitate violence, overcoming barriers to intervening, identifying safe and effective intervention options and taking action to intervene. Such actions should be prudent and with regard for one's own safety. Contact Campus or local law enforcement and seek assistance from staff, faculty or other persons in authority to end the abuse.

Bystanders play a critical role in the prevention of sexual and relationship violence. They are individuals who observe violence or witness the conditions that perpetuate violence. They are not directly involved but have the choice to intervene, speak up, or do something about it. MCPHS

University seeks to promote a culture of community accountability where bystanders are actively engaged in the prevention of violence without causing further harm. There is no single “right” way to intervene, and what is appropriate depends on the situation and the individual involved. Below is a list of some ways to be an active bystander.

- Call the Office of Public Safety and ask for assistance;
- Watch out for your friends and fellow students/employees;
- If you see someone who appears that they could be in trouble or need help, ask if they are OK;
- Speak up when someone discusses plans to take sexual advantage of another person;
- Call the Office of Public Safety and ask for assistance;
- Asking the individuals involved in abuse to stop what they are doing;
- Use a distraction in an effort to stop an individual’s activities;
- Stepping in and separating the people involved in a non-combative manner ONLY if is safe to do so;
- Ask another bystander, or a number of other bystanders to intervene with you, but ONLY if it is safe for you to do so; and
- Notify law Enforcement by calling 911.

SEXUAL ASSAULT

Sexual assault is any unwanted, coerced, or forced sexual contact or intercourse OR sexual contact or intercourse with someone who is not able to give consent (e.g. under the influence of alcohol or drugs or asleep). Sexual assault can involve the sexual penetration of a body orifice, but also includes other unwanted sexual contact. Victims can be either women or men. Most victim/survivors know the perpetrators who may be the victim/survivor’s best friend, lover, partner, date, family member, neighbor, teacher, employer, doctor, or classmate. The perpetrator can be a boyfriend or girlfriend. Sexual assault can occur between members of the opposite sex or same sex. Alcohol, date rape drugs, or other substances may be involved.

What if this happens to me? If you are sexually assaulted, you may want to consider:

- Finding a safe place
- Calling a friend
- Calling for assistance
- Contacting campus or community police
- Seeking medical treatment
- Beth Israel Deaconess Medical Center, UMASS Memorial or Elliot Hospital
- Preserving evidence

REPORTING A SEX OFFENSE

Any person who is the victim of a sexual assault should seek safety immediately. On campus, call the Office of Public Safety at any time via campus telephone at extension 2222 (Boston & Manchester) for emergencies, or by telephone (617) 732-2900 (Boston), (508) 373-5800 (Worcester) and (603) 314-1771 (Manchester). Off campus, call 911 to contact the local Police Department of jurisdiction. Public Safety will assist a victim with contacting the local law enforcement agency of jurisdiction if requested.

TITLE IX COORDINATOR

Individuals may also report any sex offense or any issues involving sexual harassment to the University's Title IX coordinator. This office is responsible for coordinating the University's compliance with Title IX.

Name and Role	Emergency Contact Numbers	Email Address
TITLE IX COORDINATOR		
Rachel Andoscia Title IX Coordinator	617.732.1048 – office 516.382.6814 - cell	rachel.andoscia@mcphs.edu
CONFIDENTIAL ADVISOR/ RESOURCE PROVIDER		
Dawn Ballou	617.732.2077	dawn.ballou@mcphs.edu
CHIEF INCLUSION OFFICER		
Clara Reynolds	617.751.3016	Clara.Reynolds@mcphs.edu
TITLE IX DEPUTIES		
Julia Golden Associate Dean of Students	617.732.2058	julia.golden@mcphs.edu
Nicole Dettman Associate Program Director – PA Studies	508.373.5842	nicole.dettman@mcphs.edu
Gerard D'Souza Assistant Dean of Assessment & Accreditation	617.735.1091	Gerard.DSouza@mcphs.edu
Eileen Katz Director of Human Resources	508.373.5871	eileen.katz@mcphs.edu
Evan Maloney Associate Dean of Students	508.373.5779	evan.maloney@mcphs.edu
Garland Mann-Lamb Sr. Institutional Research Analyst	508-373-5647	garland.mann-lamb@mcphs.edu
Jessica Morris, Senior Associate Dean of Students, Worcester	508.373.5640	jessica.morris@mcphs.edu
Rachel Newman Director of Residence Life - Worcester	508.373.5628	rachel.newman@mcphs.edu
Samantha Nganju, Manager, Fellowship Program	774.243.3452	samantha.nganju@mcphs.edu
Carl Oliveri Sr. Associate Dean of Students	617-732-2871	carl.oliveri@mcphs.edu
Andreana Pavlos Associate Dean of Students	617-732-2105	andreana.pavlos@mcphs.edu
Tiffany Pierce Associate Dean for Student Achievement & Success	617.732.2185	tiffany.pierce@mcphs.edu
Irene Stefanakos Director of Residential Life	617.732.2866	irene.stefanakos@mcphs.edu
Eric Thompson Chief Enrollment Officer	617.732.2297	eric.thompson@mcphs.edu
Seth Wall Chief Administrative Officer	603.314.1705	seth.wall@mcphs.edu
PUBLIC SAFETY		
Kevin Nolan Chief of Public Safety	617.732.2900	kevin.nolan@mcphs.edu
Henry Politakis, Captain Worcester Public Safety	508.373.5788	henry.politakis@mcphs.edu

William Teuber, Lieutenant Manchester Public Safety	603.314.1791	william.teuber@mcphs.edu
OFFICE OF STUDENT AFFAIRS		
Jacinda Félix Haro Dean of Students & Sr. Student Affairs Officer	617.732.2929	jacinda.felixharo@mcphs.edu
HUMAN RESOURCES		
Kevin Dolan Chief Human Resources Officer	617.732.2144	kevin.dolan@mcphs.edu

The University's sexual harassment and grievance procedure policy can be found at:
<https://www.mcphs.edu/about-mcphs/legal/titleix>

SEEK IMMEDIATE MEDICAL ATTENTION

It is important to receive immediate medical attention even if you feel you were not physically harmed. Locally, the Beth Israel Deaconess Medical Center (BIDMC) has specialized medical teams that work with victims of sexual offenses. A medical examination that includes a general physical exam and an exam to check for internal injuries will most likely be suggested. Also, the victim can choose to be tested for pregnancy and sexually transmitted diseases. A medical examination does not require the victim to press charges.

PRESERVE EVIDENCE

Before going to the hospital, a victim should not shower, wash or throw away any clothing worn at the time of the sexual assault. Evidence on one's body or clothes is critical if the choice is made to press charges, either immediately or at a later date. Upon request, the hospital will hold evidence for at least six months, regardless of the decision to seek a criminal complaint. In addition to contacting Public Safety at any time via campus telephone at extension 2222 (Boston & Manchester) for emergencies, or by telephone (617) 732-2900 (Boston), (508) 373-5800 (Worcester) and (603) 314-1771 (Manchester), the following individuals and offices can be called to report a sexual offense.

SEXUAL ASSAULT RESPONSE TEAM (SART)

In an effort to provide an appropriate and coordinated response to victims of sexual assault, MCPHS University has established a Sexual Assault Response Team (SART). The SART consists of a network of individuals throughout the University community which students can access in the event of a sexual assault. The SART provides assistance to survivors of sexual assault, sexual harassment, dating violence and stalking. Assistance may include counseling, advocacy, medical care, academic interventions and referrals. SART members will explain what options and resources are available and will assist the victim through whatever steps he/she decides to take. SART members will preserve the victim's confidentiality to the greatest extent possible. SART team members will encourage a victim to formally report an incident using names, so the incident can be properly investigated to prevent further crimes but are mindful that the decision to do so is always up to the victim.

UNIVERSITY RESPONSE TO A SEXUAL ASSAULT

In the event of a sexual assault, dating violence, stalking or domestic violence, the Office of Student Affairs helps coordinate the services available at MCPHS University, which are referenced below. MCPHS will use the preponderance of evidence standard in fact finding. Preponderance of

evidence means a reasonable person could conclude that it is more likely than not that the sexual misconduct alleged to have occurred did, in fact, occur.

- MCPHS will assess the immediate safety needs of the complainant.
- MCPHS will assist complainant with contacting local police if complainant requests and will be provided with contact information for the local Police Department. Regardless of whether or not a report is filed, the complainant will be provided with assistance and resources.
- MCPHS Public Safety 617 732-2900 / Boston Police 617 343-4200/911
- MCPHS will provide written instructions on how to apply for an order of protection and Campus safety will assist with the process if requested.
- MCPHS will provide written information on how to preserve evidence.
- MCPHS will assess the need to implement interim or long term protective measures to protect complainant if appropriate.
- The complainant and respondent are treated equitably while addressing allegations of sexual harassment. Equitable remedies should include supportive measures for the parties that are non-disciplinary, non-punitive in nature and designed to restore or preserve equal access to education programs and activities while addressing the allegations through a fair and unbiased grievance process.
- MCPHS will provide a “No Trespass” directive to the accused party if deemed appropriate.
- MCPHS will provide the complainant with access to medical care if requested/warranted.
- MCPHS will provide the complainant with referrals to on and off-campus mental health providers.
- MCPHS will provide a copy of the policy applicable to sexual assault to the complainant and will inform complainant regarding timeframes for inquiry, investigation and resolution if applicable to situation.
- MCPHS will provide a prompt, fair and impartial process from the initial investigation to the final resolution.
- The proceeding will be conducted in a manner that is consistent with the University’s policies and transparent to the complainant and respondent.
- MCPHS decision makers must issue a written determination regarding responsibility simultaneously to the parties using the preponderance of the evidence standard, pursuant to the procedures set forth in MCPHS Protection from Sexual Harassment Policy.
- MCPHS will enforce the anti-retaliation policy and take immediate and separate action against parties that retaliate against a person for complaining of sex based discrimination or for assisting in the investigation.
- In the case of a medical emergency a student will be encouraged to call her/his family for support, but the decision to do so will remain with the student if she/he is capable of doing so.
- MCPHS will contact the Director of Residence Life, if the victim lives on campus, for assistance with changing living arrangements, if such changes are reasonably available.
- MCPHS will contact MCPHS academic or administrative staff for assistance in facilitating academic accommodations or class schedule changes, if appropriate.
- Matters involving alleged sexual offenses covered by MCPHS’s Protection from Sexual Harassment Policy will be resolved following the procedures set forth in that policy.
- The victim shall be promptly informed of her/his right to notify law enforcement officials, including on-campus and local police. If requested, MCPHS personnel from Public Safety,

the Health Center, the Counseling Center or the Office of Student Affairs will assist the victim in this process.

Examples of interim or permanent protective measures for employees:

- Issuing a no contact order.
- Issuing a no trespass order for Emmanuel properties.
- Providing employee assistance support
- Changing work location or reporting structure.
- Changing parking location or providing an escort to/from parking or arranging for alternative commuting options.
- Adjusting work schedules and or responsibilities.
- Arranging for leave.
- Suspending respondent while the investigation is ongoing.
- Ensuring the complainant is aware of his/her Title IX rights and resources, such as victim advocacy, counseling, disability services, health and mental health services, legal assistance, and the right to report a crime to campus and/or local law enforcement.

MCPHS will, upon written request, disclose to the victim of a crime of violence, other than a sex offence, the report on the results of any disciplinary proceeding conducted by the University against a student who is the alleged perpetrator of such crime. If the alleged victim is deceased as a result of such crime, the next of kin of such victim shall be treated as the victim for purposes of this paragraph. In matters involving sexual offenses covered by MCPHS Protection from Sexual Harassment Policy. MCPHS decision makers must issue a written determination regarding responsibility simultaneously to the parties using the preponderance of the evidence standard, pursuant to the procedures set forth in MCPHS Protection from Sexual Harassment Policy.

The University provides numerous education and awareness programs. The Rape Aggression Defense (RAD) program promotes awareness, prevention and self-defense skills. RAD is offered each semester, often in conjunction with other COF institutions. Hall talks are conducted in the residence halls to discuss safety in the city and on campus. Emphasis is placed on watching out for one another, alcohol related issues and in situations to avoid and any other timely topics to keep our community safe. Orientation meetings are held with every incoming student to discuss safety issues that the new student may be confronting for the first time. Special programs are conducted every year to discuss the issues surrounding alcohol, drug and pharmaceutical abuse that could lead to a student making poor decisions. Outside State and Local agencies are frequently called upon to assist in some special areas of training.

MCPHS will provide written notification to the complainant about options for and available assistance in changing academic, living, transportation and working situations, regardless of whether or not the complainant chooses to report the crime to campus police or local law enforcement. Examples of a change in an academic situation could include changing the physical location of the class; doing work outside the classroom; dropping course/courses without financial penalty, rescheduling exams. Arranging a temporary withdrawal from a program; and identifying alternative course completion options. Examples in a change of transportation could include a change of parking locations; assistance with alternative transportation options; and escort to/from his/her vehicle. A change in living accommodations could be changing residence halls or moving to an off campus location and University staff assisting with the relocation (and dissolving an on-

campus housing contract and pro-rating a refund). Examples of a change in work situation could include a change in supervision; a change in office location; working from home; arranging a temporary leave; suspending the respondent while the investigation is ongoing; and adjusting work schedule/responsibilities.

MCPHS does not publish the names of crime victims or include identifiable information regarding victims in the Campus Safety daily crime log, in issued campus timely warnings issued or online. Victims may request that directory information on file be removed from public sources by contacting the Title IX Coordinator Dawn M. Ballou. MCPHS will maintain as confidential any accommodations or protective measures provided to the victim, to the extent that maintaining such confidentiality would not impair the ability of MCPHS to provide the accommodations or protective measures.

CAMPUS SEXUAL ASSAULT VICTIM'S BILL OF RIGHTS

- The United States Congress enacted the "Campus Sexual Assault Victims' Bill of Rights as part of the Higher Education Amendments of 1992, as amended by the Campus Sexual Violence Elimination Act (Campus SaVE Act). This law requires that all universities afford sexual assault victims certain basic rights such as:
- Accuser and accused must have the same opportunity to have others present, including an opportunity to be accompanied at any related meeting or proceeding by an advisor of their choice.
- Both parties shall be simultaneously informed of the outcome of any disciplinary proceeding in writing.
- Survivors shall be informed of their options to notify law enforcement, including on-campus and local police.
- Survivors shall be notified of counseling services.
- Survivors shall be notified of options for changing academic and living situations, transportation and working situations, if so requested by the victim and if such accommodations are reasonably available, regardless of whether the victim chooses to report the crime to campus police or local law enforcement.

SEXUAL MISCONDUCT

MCPHS University is committed to maintaining a safe environment for members of our community. MCPHS University will not tolerate rape, any form of sexual assault, dating violence, domestic violence, stalking, or any other form of violence. The Department of Public Safety has nine sexual assault investigators on staff who can be of assistance, including contacting the local Police authorities if the victim so desires. Public Safety can also assist in identifying University support services for victims of violent crimes. Students who may be a victim of sexual assault will be offered immediate medical treatment and counseling support at either the on-campus Health Center (Boston) or at off campus locations such as the Beth Israel Deaconess Medical Center (Boston), UMASS Memorial Hospital (Worcester), or the Elliot Hospital (Manchester).

The Department of Public safety can provide transportation to the various locations whether or not an incident is filed with the local police. It is up to the victim to decide if such a report should be filed or not. A medical escort can be requested without divulging that an assault or rape has occurred.

When a rape or sexual assault is reported, there is no requirement that the victim file criminal charges. It is important to preserve any physical evidence as proof of an assault, should the victim decide to file charges at a later date. Students are also encouraged to report incidents of sexual assault to Public Safety and to the Title IX Coordinator in order to receive coordinated services from the University and surrounding community.

Further information on MCPHS's sexual assault policy can be found in the student handbook at: <https://www.mcphs.edu/student-life/student-handbook>.

Victim witness assistance is available from the Office of Public Safety for help in obtaining restraining orders or other legal processes in collaboration with local police authorities.

Services of the Public Safety Department, the Health Center and the Counseling Center are confidential to the extent permitted by law and MCPHS's obligation to protect the safety and wellbeing of members of the MCPHS community. With a student's consent, a representative from Student Affairs may be notified in order to offer a coordinated response. Information is only shared on a "need to know basis," generally only after receiving the student's permission.

Pursuant to the Campus Sex Crime Prevention Act, the Department of Public Safety will maintain records provided by the Massachusetts Sex Offender Registry Board of registered sex offenders who have indicated that they are employed or enrolled at MCPHS University. Any member of the community who wishes to review such information should contact the Department of Public Safety during normal business hours. For further information concerning the crimes for which convicted offenders must register or regarding additional access to records of registered sex offenders, contact the Massachusetts Sex Offender Registry Board at (978) 740-6040 or visit <http://www.mass.gov/eopss/agencies/sorb/>.

POLICY ON SEXUAL HARASSMENT

Title VII of the 1964 Civil Rights Act and Title IX of the Education Amendments of 1972 specifically prohibit sexual harassment. All members of the University community, including faculty, administration, staff, and students, have a right to be free from sexual harassment by any member of the University community. Any member of the MCPHS community who has a complaint or concern about sexual harassment or would like more information about the University's policies regarding sexual harassment, should contact Rachel Andoscia, Title IX Coordinator, Office of the President, 179 Longwood Avenue, Boston, MA 02115; 617.732.1048 (office), 516.382.6814 (cell); rachel.andoscia@mcphs.edu.

Sexual harassment is defined as unwelcome sexual advances which interfere with an individual's work, academic, residential, or co-curricular environment, or coercive behavior which threatens employment or academic reprisal or promises reward contingent upon obtainment of sexual favors.

SEXUAL ASSAULT/ SEX OFFENSES

If you believe you are the victim of a sexual assault, you should take the following steps: first, go to a safe place; and second, tell someone. You may report the assault to Public Safety, Title IX Coordinator/ Deputy, a member of residence life staff, student affairs, counseling, or any other resource at the University.

MCPHS urges students to report sexual assault so that the University can take appropriate action to provide help to the victim and attempt to prevent future assaults. Medical attention is critical so that any injuries (including internal injuries) or infections that may have resulted from the assault can be treated. Getting a medical exam does not mean that you have to press criminal charges; however, a medical exam will help to preserve evidence if you choose to press charges at some point. You are advised to preserve and record evidence, including the following: do not wash anything (body, hair, clothes), do not comb your hair, change your clothes, douche or use the toilet; bring an extra set of clothing to the hospital; record a description of the assailant; and, record where the assault occurred, and a description and direction of travel of any vehicle involved.

If medical attention is required for a sexual assault, Public Safety personnel will notify 911 first. During business hours, Public Safety also notifies the Title IX Coordinator and Dean of Students. After business hours, Public Safety notifies the Title IX Coordinator and Residence Life on call in Boston and Worcester, who then notifies the Dean of Students. The Dean coordinates campus assistance with safety concerns, counseling needs (referral to Counseling Services), academic concerns (e.g. possible excused absence, delayed exam), and describes steps the University will take to address incidents. The Counseling Services staff on call in Boston and Worcester accompanies the survivor to the hospital, if requested by the survivor. The Dean of Students contacts appropriate Residence Life staff if the incident merits, and, if the survivor approves, provides a safe place to stay. If the incident represents a potential danger to the University community, the Dean of Students confers with Public Safety regarding the issuance of a crime alert and steps to ensure Public Safety. Public Safety and Counseling Services will, if the victim wishes, assist the victim in filing a criminal complaint with the local police.

Victims of assault may seek assistance in changing, either on a temporary or permanent basis, existing academic and living situations. The University will make every effort to honor requests if such changes are reasonably available. Victims may also seek additional help, confidential counseling and assistance. Victims should not isolate or blame themselves or feel guilty. Sexual assault, whether perpetrated by a stranger or someone known to the victim, is a serious violation of a person's dignity and humanity. Sexual assault by a member of the University community is a violation of the University's policies. Any student who, pursuant to the University's disciplinary procedures, is found to have violated the sexual misconduct policy will receive appropriate sanctions. In any disciplinary proceeding alleging a sex offense, both the accuser and the accused will be informed of the final determination and any sanction imposed against the accused. The federal privacy law, FERPA, permits disclosure of this information; therefore, FERPA does not conflict with this provision of the Clery Act.

The University provides educational programs to students to promote the awareness of rape, acquaintance rape and other forcible and non-forcible sex offenses. One national hotline is the National Sexual Assault Hotline, 1-800-656-HOPE.

COUNSELING AND PASTORAL SUPPORT SERVICES

If you have been the victim of rape or sexual assault, you may want to contact the Office of Counseling for confidential support, counseling, and referral services. Counselors are encouraged to inform survivors that they are counseling about procedures on voluntary, confidential reporting of crimes. Victims of rape and sexual assault often feel confused and alone, and they often question how to tell family and friends about the incident, or whether they should at all. They also experience a variety of strong emotions and/or experience physical problems, such as stomach

problems or sleep disturbances. Sometimes, these symptoms don't happen until a long time after the event. Regardless of when the incident occurred, the Office of Counseling can help.

RAPE AGGRESSION DEFENSE (RAD) PROGRAM

The Rape Aggression Defense (RAD) Program taught by a certified MCPHS University Public Safety Officer empowers female students, faculty and staff to combat various types of assaults by providing them with realistic self-defense tactics and techniques. This empowerment is taught through four basic principles: education, dependency on self, making one's own decisions and the realization of one's own power. The objective of RAD is to develop and enhance self-defense options for women. The course begins with awareness, prevention, risk reduction and risk avoidance, while progressing to the basics of hands-on defense training. The classes provide women with the knowledge to make educated decisions about resistance. For more information about RAD on campus or to determine when the next course will run, please contact the RAD coordinator at the Public Safety Office.

Alcohol and Drug Policies

ALCOHOL POLICY

MCPHS University is a community dedicated to the academic, professional and personal development of its members and is committed to educational and social programs that promote such development. Personal and communal responsibility with regard to the University's alcohol policy is essential in ensuring that the environment is conducive to student learning and development. This alcohol policy assumes that any student who consumes alcohol accepts responsibility for his/her conduct. Being intoxicated will not be accepted as an excuse for conduct that violates the Student Code of Conduct. Any student found to violate this alcohol policy will be subject to the Student Discipline System.

Prevention and Awareness Programs

Alcohol and other drug abuse prevention programs have been established and coordinated by the Student Affairs Office with assistance from Counseling Services, Residence Life and Student Activities. The programs provide training and direct services to the University community and offer preventative educational and outreach activities about the alcohol policy and information about on alcohol and other drugs.

General Provisions

MCPHS enforces all state laws and city ordinances regarding the possession, use, distribution, and sale of alcoholic beverages including those prohibiting drinking by individuals under 21 years of age. The law also forbids falsifying age and identification cards. University policy restricts when, where and how alcohol may be served on campus or at University-sponsored activities or events.

Except at events sanctioned by the President, use or possession of alcoholic beverages on MCPHS property or facilities (campus grounds, athletic events, parking lots, academic buildings, dining hall, residence hall, etc.) is prohibited. Public intoxication while on University property or at University-sponsored activities or events is prohibited. Students may not store empty containers in the residence halls and are encouraged to participate in campus recycling programs.

Alcohol at Student Activities and University Sponsored Events

Recognized student organizations in good standing must register and obtain approval for all off-campus events where alcohol will be served with the Office of the Dean of Students (Worcester or Manchester) or the Assistant Dean of Students, Campus Life (Boston). Registration of an off-campus event requires the following: completed "Event Registration Form", communication with the group's Faculty Advisor and President by the Dean of Students (Worcester or Manchester) or the Assistant Dean of Students, Campus Life (Boston). Upon completion of the above, the Assistant Director of Student Activities (Worcester or Manchester) or the Dean of Students, Campus Life (Boston) will, in writing, deny or grant permission for the event. Failure to properly register an event and seek approval is a violation of this alcohol policy and the Student Code of Conduct. The sponsoring organization shall abide by the established laws of the Commonwealth of Massachusetts, ordinances of the City of Worcester, Manchester, or Boston, as applicable, and policies of MCPHS.

University funds and/or student fees may not be used to purchase alcoholic beverages for student use. Recognized student organizations may not offer alcoholic beverages free of charge to any event participant. Participants may not bring their own alcoholic beverages to any event.

When alcoholic beverages are served, food and nonalcoholic beverages (not water) must be available. The cost of these refreshments must not be prohibitive. Alcoholic beverages may not continue to be served if nonalcoholic beverages run out. If alcohol is served with approval at a student event, this must be done through a cash bar.

When alcoholic beverages are served, the function must be supportive of best practices from alcohol education programs that encourage responsible decisions about the use or nonuse of alcoholic beverages.

Alcoholic beverages may not be provided as awards.

Advertising Guidelines

The Office of the Dean of Students (Worcester or Manchester) or the Assistant Dean of Students, Campus Life (Boston) must approve all posters, banners and other advertising materials referring to alcoholic beverages prior to being distributed on campus. All advertising must conform to the Student Code of Conduct.

Advertising promoting alcoholic beverages must not encourage any form of alcohol abuse or place any emphasis on quantity and frequency of use. The consumption of alcoholic beverages must not be portrayed as the focus of any function.

Advertising of alcoholic beverages on campus may not portray drinking as a solution to personal or academic problems, or as necessary for social, sexual or academic success.

Advertising of alcohol beverages and other promotional beverages may not associate alcoholic beverage consumption with the enhancement of performance of tasks that require skilled reactions such as driving or playing sports.

Off-Campus Functions

Safeguards must be taken to ensure an orderly function to protect the rights of other members of the community against undue interference, noise and other disturbances.

Additionally, measures must be taken to ensure the safe and responsible consumption of alcohol. At off-campus functions, alcohol beverage service may not be contracted through a server operating on a one-day license. The contracted server must agree in writing that it agrees to assume all responsibility for serving alcoholic beverages, including the verification of legal age limits. The sponsoring organization must provide transportation from the function sufficient to accommodate the anticipated number of attendees, should the need arise.

Alcoholic beverages may not be served in common sources (kegs, beer balls, boxed wines, punch bowls, pitchers, carafes, cases, tubs, etc.).

Special Notes

If you are in a residence hall room, suite, or apartment where residents are found to have alcohol, you will be held accountable for an alcohol violation. Actual consumption of alcohol is not the only factor in determining responsibility/fine. It is the student's responsibility to remove him/herself from a situation where a residence hall policy is being violated.

If alcohol is found in a residence hall room, the person(s) living in that room is/are considered responsible and may be held accountable accordingly (make sure you know who is in your room).

“Trophy bottles” or empty alcohol containers that are for show are not allowed in the residence hall and is counted as an alcohol violation.

For sanctions for alcohol violations see Sanctions section of the Student Handbook.

DRUG ABUSE POLICY

In accordance with the Drug Free Schools and Communities Act, MCPHS has adopted the following Drug Abuse Policy.

Introduction

Only in an environment free of drug abuse can the University fulfill its mission of developing the professional, social, cultural and intellectual potential of each member of its community. The use of illicit drugs impairs the safety and health of students and employees, inhibits personal and academic growth and undermines the public's confidence in the University. For these reasons, it is the policy of the University that all University activities and University property shall be free of the unlawful use of drugs.

Prevention and Awareness Programs

Abuse prevention programs are in place on campus, administered by the Student Affairs Office and in conjunction with campus departments. The programs provide training and direct services to the University community and offer preventative educational and outreach activities.

University supervisors, as well as student staff in the residence halls, receive training on issues regarding drug abuse. Members of the Student Affairs staff; specifically, the Dean of Students and Counseling Services, are available for consultation concerning individual students with drug problems. Individual counseling is available to any student who seeks assistance for a drug problem. In addition, attendance at an evaluation session with a member of the Counseling staff may be required as part of a disciplinary sanction.

Student Affairs Personnel, Human Resources, and Counseling Services; along with the Student Health Center, Harvard Vanguard Medical Associates have established working relationships with area hospitals, community mental health centers and other social service agencies to facilitate referrals when treatment is needed. Please contact the above offices for listings of campus and community agencies, meetings and information about drug abuse.

Health Risks

The use of drugs, even infrequently, may seriously damage one's health. The Student Counseling Services or an individual's health care provider can provide more extensive information on the effects of specific drugs on an individual's health. Risks include, but are not limited to the following:

- Cocaine or crack use may be fatal, depending upon the cardiovascular response of the user. This drug is highly addictive and withdrawal may result in severe depression.
- Tranquilizers and sedatives are also highly addictive, even in low doses. Use of these drugs in conjunction with alcohol is extremely dangerous and may result in the user becoming comatose.
- The intravenous use of drugs carries the additional risk of infection due to shared needles. HIV and hepatitis are transmitted in this way.
- Marijuana has properties of both depressants and stimulants and is considered a psychoactive drug. Marijuana contains more tar than tobacco and causes lung and bronchial disease, a chronic dry cough and respiratory irritation. Continued marijuana use has also been connected with memory loss and a motivational syndrome.
- Tobacco smoke contains carbon monoxide and may cause cancer and bronchial disease, a chronic cough and respiratory irritation. Smoking by pregnant women may result in fetal injury, premature birth and low birth weight. Chewing of tobacco may cause cancer.

General Provisions

- In accordance with federal and state law, students and employees of the University shall not unlawfully manufacture, distribute, dispense, possess or use controlled substances or prescription drugs. Doing so is in direct violation of the Drug Abuse Policy.
- The University reserves the right to charge a student with violating the Drug Abuse Policy based on the smell of marijuana alone.
- The presence of residue or paraphernalia, including but not limited to, bongs, scales and pipes is prohibited and is a direct violation of the Drug Abuse Policy. Any student found in possession of paraphernalia will face disciplinary charges.

Additional Assistance

Help concerning drug problems are available from several sources. Individuals needing personal assistance or individuals who know of someone who needs help or individuals with questions concerning alcohol and drug abuse may contact any of the following:

- Dean of Students Office/Student Affairs Office
- Counseling Services
- Department of Public Health, Drug Abuse Division, 1.800.327.5050

Missing Students Policy

At the beginning of each academic year, students living in University housing will be asked to identify, on a voluntary basis, an emergency contact person who shall be notified within 24 hours of a determination that the student is missing by the MCPHS Department of Public Safety or local law enforcement. This emergency contact information will be recorded in the electronic student information system and will be updated annually. This emergency contact information will be registered confidentially, will be accessible only to authorized campus officials, and will not be disclosed except to law enforcement personnel in furtherance of a missing person investigation.

If any member of the MCPHS University community has reason to believe that a student who resides in on-campus housing is missing, he or she should immediately notify the MCPHS Department of Public Safety at 617-732-2900 (Boston); 508-373-5800 (Worcester); 603-314-1771 (Manchester).

As required under federal law, any missing persons' report involving a student who lives in on-campus housing must be immediately referred to the MCPHS Department of Public Safety. Every missing persons report will be followed up with an immediate investigation once a student has been missing for 24 hours, and an investigation may commence sooner if the situation dictates.

Within 24 hours of a determination that a student who lives in University housing is missing, the Department of Public Safety will notify:

- Local law enforcement, unless the local law enforcement agency was the entity that made the determination that the student was missing;
- The emergency contact person designated by the student, if the student elected to identify an emergency contact; and
- The custodial parent or guardian, if the student is under 18 years of age.

Depending on the circumstances presented to University officials, the above-listed persons may be contacted sooner than 24 hours after a determination has been made that a student living in University housing is missing.

Sex Offender Registry

REGISTERED SEX OFFENDERS INFORMATION

The federal Campus Sex Crimes Prevention Act, enacted on October 28, 2000, went into effect on October 28, 2002. The law requires institutions of higher education to issue a statement advising the campus community where information provided by the State concerning registered sex offenders, may be obtained. Please contact the Sexual Offender Registry Board (SORB) at 978-740-6400 (MA) or 603-271-6344 (NH) or at www.state.ma.us/sorb or <http://www.nsopr.gov>. It also requires sex offenders already required to register in a State to provide notice, as required under State law, to each institution of higher education in that State at which the person is employed, carries on a vocation, or is a student.

Access to and Security of Facilities

Most campus facilities are open to community members during normal business hours. All campus community members, including students, are issued an ID card upon matriculation and/or employment at the University. Students and employees are expected to wear their University ID at all times when on campus and to show their ID's at the request of a properly identified official or member of the University's staff. The ID system is designed to ensure that only students, staff and faculty have access to the University; all visitors, including parents and guardians, must register with Public Safety and be escorted by a University community member. All entrances without Public Safety presence are locked and inaccessible without valid identification that activates a card access system. Loss of an ID should be reported IMMEDIATELY to Public Safety.

The MCPHS Department of Public Safety officers and security guards conduct routine security and safety patrols of the academic and administrative buildings to monitor conditions and report any unusual circumstances.

Each campus has surveillance cameras installed at multiple locations. Boston has 20+ cameras, Worcester has 20+ cameras and Manchester has 10 (exterior) cameras. These cameras operate twenty-four hours a day, seven days a week. The cameras are monitored by Public Safety personnel. All Public Safety personnel on the three campuses have portable radios which are operable within the respective campuses. The Boston garage gates, elevators and doorways have intercoms. All entryways and garage doorways are lit.

Residences are secured 24 hours a day and require University identification or key access to gain entry. The MCPHS Department of Public Safety officers and security guards monitor security in the residential facilities and encourage building residents to report suspicious or unusual activity.

MCPHS University maintains campus facilities in a manner that minimizes hazardous and unsafe conditions. Parking lots and pathways are illuminated. As necessary, the MCPHS Department of Public Safety works closely with MCPHS Facilities personnel to enhance security and to make sure that maintenance issues, such as replacing burned out lights and repairing malfunctioning door locks, are addressed. The MCPHS Department of Public Safety encourages community members to be vigilant while walking throughout campus and surrounding areas both during the day and at night and to take the appropriate precautions.

Safety Escorts

Public Safety Officers will walk an individual from any building or parking lot to any location on MCPHS University property. Call the Public Safety Office to request an escort. A Public Safety Office will be promptly dispatched to assist you. This service is offered 24 hours a day.

Fire Safety

HIGHER EDUCATION OPPORTUNITY ACT FIRE STATISTICS

The Higher Education Opportunity Act (HEOA) requires that colleges and universities publish an annual fire safety report and maintain a fire reporting log.

Mandatory reporting requirements under the Higher Education Opportunity Act (HEOA):

Disclosure of fire safety standards and measures report(s) that contains information about campus fire safety practices and standards, including:

1. A description of each on-campus student housing facility fire safety and sprinkler system;
2. The number of regular mandatory supervised fire drills;
3. The policies or rules on portable electrical appliances, smoking, open flames (such as candles);
4. The procedures for evacuation;
5. The policies regarding fire safety education and training programs provided to students, faculty, and staff;
6. List of titles to whom students should report fires; and
7. Plans for future improvements in fire safety, if determined necessary by the institution.

Statistics for each on-campus housing facility, during the most recent calendar years for which data are available, concerning each of the following:

1. The number of fires and cause of each fire;
2. The number of injuries related to each fire that results in treatment at a medical facility;
3. The number of deaths related to each fire; and
4. The value of property damage caused by each fire.

Fire Log for on-campus student housing facilities only:

1. Building name
2. Detailed located of fire
3. Date and time of occurrence
4. Nature or cause of fire
5. Logs must be updated within two business days of receipt of new information, 60-day log available for inspection during business hours and entire log available for inspection with two business days' notice.

STUDENT INFORMATION

Every year college and university students experience a number of fire-related emergencies. There are several causes for these fires; however, most are due to a general lack of knowledge about fire safety and prevention.

All students living in University housing should be familiar with the terms of their housing contract, which contains important information regarding the types of lamps and other electrical appliances that are permitted in their residence.

All students should be familiar with the following:

- **Smoking is prohibited** in all University buildings and in any area within 50 feet of any building entrance.
- **Emergency exit doors** within rooms/suites shall not be blocked on either side by furniture or obstruction of any kind.
- **Any abuse of, or tampering** with, fire alarms, smoke detectors, sprinkler systems or extinguishers is strictly forbidden.
- **Students MUST evacuate during all fire alarms.**
- **Fire hazards** should be routinely reported to your Building Manager, Tutor or Proctor.
- **Be knowledgeable** of the locations of fire pull stations, primary and secondary emergency exits.
- **Importance of keeping fire doors closed.** Unless protected by hold open devices that allow the door to close if the alarm goes off. Keep Door CLOSED. Fire doors separate you from the fire/smoke.
- **Do NOT use elevators in a fire emergency.**

IF YOU DISCOVER A FIRE – R.A.C.E.

- RELOCATE – if safe to do so, relocate people in immediate danger. Be aware of persons who may need assistance.
- ALARM – pull the building fire alarm to alert others. Fire pull stations are typically near the fire exits and main exits.
- CONFINE – close all doors as you exit your room or office, if safe to do so.
- EVACUATE – evacuate the building. Do not use elevators.

HOUSING EVACUATION GUIDELINES

- If the fire alarm is activated – **STOP** all activities and **immediately** initiate an evacuation. **Do not delay.**
- Test your door – if it is HOT – seal the door with a wet towel to help keep smoke out. Call **617-732-2222** or 911 and provide MCPHS University Department of Public Safety with your exact location.
- Stay low to the floor if smoke enters the room. If possible, signal the fire department from a window.
- If it is safe to exit, take your room keys and close your room’s door behind you as you exit.
- Follow **EXIT** signs to the nearest fire stairwell. **Do not use elevators.**
- Go to your designated meeting site. Please wait for further instructions.
- Do **NOT** re-enter the building until authorized by MCPHS University Department of Public Safety or the Fire Department.

POLICE/FIRE/MEDICAL EMERGENCY	911
MCPHS UNIVERSITY PUBLIC SAFETY	617-732-2222

If a member of the MCPHS University community finds evidence of a fire that has been extinguished, and the person is not sure whether MCPHS University Department of Public Safety has already responded, the community member should immediately notify MCPHS University

Department of Public Safety to investigate and document the incident for disclosure in the University's annual fire statistics. Any discharge of a portable fire extinguisher must be immediately reported to Public Safety.

FIRE SAFETY TRAINING

Residents of University Housing are prohibited from using electrical cooking appliances, candles, and specific electrical equipment in individual rooms. Residential life policies are discussed with residents when they move into the residence hall.

During the fall semester residence life staff will do a fire/life inspection of each student housing room. Students are notified as to when these inspections will take place, and students will be required to allow the staff person entrance to your room for inspection. If the resident(s) is not home, the room will be inspected without the resident present and a note will be left indicating the status of the room. Should a violation be found, the resident will receive a letter indicating what the violation was, and the resident will be expected to immediately remedy the violation. If the violations have not been corrected after an unannounced re-inspection, the resident(s) 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
- Covering a door with paper or other combustible material
- Use of electrical wiring, devices, appliances which are modified or damaged
- Use of portable heater
- Tampering with a smoke detector
- Use of halogen lamp/lighting
- Unsafe lofting or raising of beds — including beds with no guardrails
- Any other situation deemed unsafe by the staff inspector

[Table of Residence Hall Fire Safety Systems follows.]

RESIDENCE HALL FIRE SAFETY SYSTEMS

Residence Hall	Fire Detection System	Fire Suppression System	Minimum Fire Drills Each Year	System Suppression	Evacuation Plans/Placards	Fire Extinguishers present	Fire Alarm monitored at Public Safety
Fennell Hall	Yes	Full System	2	Yes	Yes	Yes	Yes
Matricaria Hall	Yes	Full System	2	Yes	Yes	Yes	Yes
The Treehouse at MassArt	Yes	Full System	2	Yes	Yes	Yes	No
New Residence Hall at Emmanuel College	Yes	Full System	2	Yes	Yes	Yes	No
25 Foster Street	Yes	Full System	2	Yes	Yes	Yes	Yes
10 Lincoln Square	Yes	Full System	2	Yes	Yes	Yes	Yes
7-11-15 Lancaster Street	Yes	Full System	2	Yes	No	Yes	No
379 Main Street	Yes	Yes	2	Yes	No	Yes	No
50-60 Salisbury Street	Yes	Partial	N/A	Yes	No	Yes	No
72 Salisbury Street	Yes	No	N/A	Yes	No	No	No

*1. Partial Sprinkler System is defined as having sprinklers in the common areas only.

*2. Full Sprinkler system is defined as having sprinklers in both the common areas and individual rooms.

*3. Condo units within an apartment complex.

*4. Monitored by an outside alarm company, reporting directly to the Fire Department

FIRE DRILLS

Fire drills are intended to teach behavior which can help you survive a fire emergency, prepare you with alternative escape routes and help you understand your responsibilities in the event of a fire.

As part of MCPHS University's awareness and fire preventive initiative for residential, office and commercial buildings, fire drills are conducted to review the following:

- Physical layout of the building
- Identify possible fire/safety hazards
- Observe the audible/visible alarm devices
- Observe the evacuation of the building
- Observe the behavior of building occupants
- The building's emergency evacuation plan

All of the drills conducted are unannounced to simulate an actual building evacuation.

FUTURE IMPROVEMENTS

MCPHS University Public Safety and Facilities Department annually reviews the fire systems in our residence halls and make upgrades, repairs, or revisions when problems are identified.

Appendix 1 – Clery Act Criminal Statistics

BOSTON CRIME STATISTICS

The “Crime Awareness and Campus Security Act of 1990” (PL 01-542) known as the Clery Act, requires that post-secondary institutions provide all students and employees and prospective students with information relating to crime statistics and security measures. The Security Department is required to maintain records of all reported crimes and compile the following statistics:

	On Campus			Non-campus			Public Property ¹			Residence Halls ²			Totals		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	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
Aggravated Assault	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
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Rape	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Fondling	2	1	1	0	0	0	0	0	0	2	1	1	2	1	1
Incest	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
Domestic Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Dating Violence	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	18	28	25	0	0	0	0	0	0	18	28	25	18	28	25
Drug Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	3	2	0	0	0	0	0	0	0	3	2	0	3	2	0
Illegal Weapon Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possessions Referred for Disciplinary Action	1	0	0	0	0	0	0	0	0	1	0	0	1	0	0

The category of “hate crimes” was added in 1994. Under the U.S. Department of Education guidelines, Hate Crimes are counted only when the incident involved one of the above offenses. (Hate Crimes Statistics Act (28 U.S.C 534).

1. 2021/ 2022/ 2023 – The information received from the local police departments are covered within the statistics.
2. 2021/ 2022/ 2023 – All crimes in the Residence Halls column are also represented in the On Campus column.

WORCESTER CRIME STATISTICS

The “Crime Awareness and Campus Security Act of 1990” (PL 01-542) known as the Clery Act, requires that post-secondary institutions provide all students and employees and prospective students with information relating to crime statistics and security measures. The Security Department is required to maintain records of all reported crimes and compile the following statistics:

	On Campus			Non-campus			Public Property ¹			Residence Halls ²			Totals		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	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
Aggravated Assault	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
Arson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Burglary	0	0	1	0	0	0	0	0	0	0	0	1	0	0	1
Rape	0	1	0	0	0	0	0	0	0	0	1	0	0	1	0
Fondling	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
Statutory Rape	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
Dating Violence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Stalking	1	0	1	0	0	0	0	0	1	1	0	0	1	0	2
Liquor Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapon Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possessions Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

The category of “hate crimes” was added in 1994. Under the U.S. Department of Education guidelines, Hate Crimes are counted only when the incident involved one of the above offenses. (Hate Crimes Statistics Act (28 U.S.C 534).

1. 2021/ 2022/ 2023 – The information received from the local police departments are covered within the statistics.
2. 2021/ 2022/ 2023 – All crimes in the Residence Halls column are also represented in the On Campus column.

MANCHESTER, NH CRIME STATISTICS

The “Crime Awareness and Campus Security Act of 1990” (PL 01-542) known as the Clery Act, requires that post-secondary institutions provide all students and employees and prospective students with information relating to crime statistics and security measures. The Security Department is required to maintain records of all reported crimes and compile the following statistics:

	On Campus			Non-campus			Public Property ¹			Residence Halls ²			Totals		
	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
Murder	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Negligent manslaughter	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
Aggravated Assault	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
Arson	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
Rape	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
Incest	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
Domestic Violence	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
Stalking	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Liquor Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Arrest	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Drug Law Violations Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapon Possession Arrests	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Illegal Weapons Possessions Referred for Disciplinary Action	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

The category of “hate crimes” was added in 1994. Under the U.S. Department of Education guidelines, Hate Crimes are counted only when the incident involved one of the above offenses. (Hate Crimes Statistics Act (28 U.S.C 534).

1. 2021/ 2022/ 2023 – The information received from the local police departments are covered within the statistics.
2. There are no residence halls for recording purposes.

2021	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability				Gender				Race			
	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

WORCESTER MASSACHUSETTS HATE CRIME STATISTICS

2023	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability				Gender				Race			
	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	

2022	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability				Gender				Race										
	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0					

2021	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability				Gender				Race										
	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0						
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				

MANCHESTER, NEW HAMPSHIRE HATE CRIME STATISTICS

2023	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability				Gender				Race						
	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

2022	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability				Gender				Race						
	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P	R	O	N	P
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

2021	Race				Gender				Religion				Sexual Orientation				Ethnicity				Disability				Gender				Race				
	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	O C	N C	P P	R E S	
Murder/ Non-negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Negligent Manslaughter	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	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	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	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	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	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	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	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	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Larceny	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Simple Assault	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Intimidation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Vandalism	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Appendix 2 – Fire Safety Statistics

Statistics and Reports of on-campus student housing fire(s)
Fire Statistics — No reportable incidents

<i>Residence Hall</i>	<i>Street Address</i>	2021			2022			2023		
		<i>Number of Fires</i>	<i>Injuries</i>	<i>Deaths</i>	<i>Number of Fires</i>	<i>Injuries</i>	<i>Deaths</i>	<i>Number of Fires</i>	<i>Injuries</i>	<i>Deaths</i>
Fennell Hall	179 Longwood Ave, Boston, MA	0	0	0	0	0	0	0	0	0
Matricaria Hall	179 Longwood Ave, Boston, MA	0	0	0	0	0	0	0	0	0
The Treehouse at MassArt	578 Huntington Avenue, Boston, MA	0	0	0	0	0	0	0	0	0
New Residence Hall	400 Fenway, Boston	0	0	0	0	0	0	0	0	0
25 Foster	25 Foster Street, Worcester MA	0	0	0	0	0	0	0	0	0
379 Main Street	379 Main Street, Worcester, MA	0	0	0	0	0	0	0	0	0
10 Lincoln	10 Lincoln Square, Worcester, MA	0	0	0	0	0	0	0	0	0
North High Gardens	50-60 Salisbury Street, Worcester, MA	0	0	0	0	0	0	0	0	0
72 Salisbury	72 Salisbury Street, Worcester, MA	0	0	0	0	0	0	0	0	0
Lancaster Street	7-11-15 Lancaster Street, Worcester, MA	0	0	0	0	0	0	0	0	0

Appendix 3 – Definitions of Crimes for Clery Act Criminal Statistics

The following definitions are given in the proposed rule on the Violence Against Women Act, drafted by the Department of Education and published in Vol. 79, No. 119 of the Federal Register on June 20, 2014.

Arson – Any willful or malicious burning or attempt to burn, with or without intent to defraud, a dwelling house, public building, motor vehicle or aircraft, personal property of another, etc.

Aggravated Assault – An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. (It is not necessary that injury result from an aggravated assault when a gun, knife, or other weapon is used which could and probably would result in serious personal injury if the crime were successfully completed.)

Burglary – The unlawful entry of a structure to commit a felony or a theft. For reporting purposes this definition includes: unlawful entry with intent to commit a larceny or felony; breaking and entering with intent to commit a larceny; housebreaking; safecracking; and all attempts to commit any of the aforementioned.

Criminal Homicide – The killing of another person through gross negligence.

Criminal Homicide – Murder and Nonnegligent Manslaughter – The willful (nonnegligent) killing of one human being by another.

Dating Violence – Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim.

1. The existence of such a relationship shall be determined based on the reporting party's statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship.
2. For the purpose of this definition-
 - (i) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse.
 - (ii) Dating violence does not include acts covered under the definition of domestic violence.
3. For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Destruction/Damage/Vandalism of Property - To willfully or maliciously destroy, damage, deface, or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

Domestic violence –

- (i) A felony or misdemeanor crime of violence committed—
 - (A) By a current or former spouse or intimate partner of the victim;
 - (B) By a person with whom the victim shares a child in common;

- (C) By a person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner;
- (D) By a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred, or
- (E) By any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Drug Abuse Violations – The violation of laws prohibiting the production, distribution, and/or use of certain controlled substances and the equipment or devices utilized in their preparation and/or use. The unlawful cultivation, manufacture, distribution, sale, purchase, use, possession, transportation, or importation of any controlled drug or narcotic substance. Arrests for violations of State and local laws, specifically those relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs.

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 his/her age or because of his/her temporary or permanent mental incapacity.

Hate Crime – A crime reported to local police agencies or to a campus security authority that manifests evidence that the victim was intentionally selected because of the perpetrator's bias against the victim. For the purposes of this section, the categories of bias include the victim's actual or perceived race, religion, gender, gender identity, sexual orientation, ethnicity, national origin, and disability.

Incest – Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

Intimidation – To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.

Larceny – The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. Attempted larcenies are included. Embezzlement, confidence games, forgery, worthless checks, etc., are excluded.

Liquor Law Violations – The violation of State or local laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, or use of alcoholic beverages, not including driving under the influence and drunkenness.

Motor Vehicle Theft – The theft or attempted theft of a motor vehicle. (Classify as motor vehicle theft all cases where automobiles are taken by persons not having lawful access even though the vehicles are later abandoned—including joyriding.)

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

Robbery – The taking or attempting to take anything of value from the care, custody, or control of a person or persons by force or threat of force or violence and/or by putting the victim in fear.

Sex Offenses – 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 – an offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI’s Uniform Crime Reporting program and included in Appendix A (of the proposed regulations).

Simple Assault – An unlawful physical attack by one person upon another where neither the offender displays a weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

Stalking –

(i) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to—

(A) Fear for the person's safety or the safety of others; or

(B) Suffer substantial emotional distress.

(ii) For the purposes of this definition—

(A) *Course of conduct* means two or more acts, including, but not limited to, 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 a person, or interferes with a person's property.

(B) *Reasonable person* means a reasonable person under similar circumstances and with similar identities to the victim.

(C) *Substantial emotional distress* means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

(iii) For the purposes of complying with the requirements of this section and section 668.41, any incident meeting this definition is considered a crime for the purposes of Clery Act reporting.

Statutory Rape – Sexual intercourse with a person who is under the statutory age of consent.

Weapons: Carrying, Possessing, Etc. – The violation of laws or ordinances prohibiting the manufacture, sale, purchase, transportation, possession, concealment, or use of firearms, cutting instruments, explosives, incendiary devices, or other deadly weapons.

Appendix 4 – Certain Definitions Under Massachusetts Law

Dating Violence and Domestic Violence – There are no crimes called “dating violence” or “domestic violence” in Massachusetts; however, there is a related crime of “abuse” that is defined in G.L. c. 209A §1 as: “the occurrence of one or more of the following acts between family or household members:

- (a) Attempting to cause or causing physical harm;
- (b) Placing another in fear of imminent serious physical harm;
- (c) Causing another to engage involuntarily in sexual relations by force, threat or duress.

“Family or household members” is defined as: “persons who:

- (a) Are or were married to one another
- (b) Are or were residing together in the same household;
- (c) Are or were related by blood or marriage;
- (d) Having a child in common regardless of whether they have ever married or lived together;
or
- (e) Are or have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate or Boston municipal courts consideration of the following factors:
 - 1. The length of time of the relationship;
 - 2. The type of relationship;
 - 3. The frequency of interaction between the parties; and
 - 4. If the relationship has been terminated by either person, the length of time elapsed since the termination of the relationship.”

Sexual Assault – there is no crime called “sexual assault” in Massachusetts; however, there are related crimes of “indecent assault and battery,” “rape,” and “assault with intent to commit rape.”

Indecent Assault and Battery is a crime under G.L. c. 265:

- §13B (Indecent assault and battery on a child under the age of fourteen);
 - §13B1/2 (Commission of indecent assault and battery on a child under the age of fourteen during commission of certain other offenses or by mandated reporters);
 - §13B3/4 (Commission of indecent assault and battery on a child under the age of fourteen by certain previously convicted offenders);
 - §13F (Indecent assault and battery on a person with an intellectual disability); and
 - §13H (Indecent assault and battery on a person fourteen or older).
- The term “indecent assault and battery” is not defined by statute.

Rape is a crime under G.L. c. 265:

- §22 (Rape, generally: “Whoever has sexual intercourse or unnatural sexual intercourse with a person and compels such person to submit by force and against his will, or compels such person to submit by threat of bodily injury...”);
- §22A (Rape of a child: “Whoever has sexual intercourse or unnatural sexual intercourse with a child under 16, and compels such child to submit by force and against his will or compels such child to submit by threat of bodily injury...”);
- §22B (Rape or a child during commission of certain offenses or by use of force: “Whoever has sexual intercourse or unnatural sexual intercourse with a child under 16, and compels

such child to submit by force and against his will or compels such child to submit by threat of bodily injury and...”);

§22C (Rape of a child through use of force by certain previously convicted offenders: “Whoever has sexual intercourse or unnatural sexual intercourse with a child under 16, and compels such child to submit by force and against his will or compels such child to submit by threat of bodily injury, and has been previously convicted of or adjudicated delinquent or as a youthful offender for ...”);

§23 (Rape and abuse of child: “Whoever unlawfully has sexual intercourse or unnatural sexual intercourse, and abuses a child under 16 years of age...”);

§23A (Rape and abuse of child aggravated by age difference between defendant and victim or when committed by mandated reporters: “Whoever unlawfully has sexual intercourse or unnatural sexual intercourse, and abuses a child under 16 years of age and ...”); and

§23B (Rape and abuse of a child by certain previously convicted offenders: “Whoever unlawfully has sexual intercourse or unnatural sexual intercourse, and abuses a child under 16 years of age and has been previously convicted of or adjudicated delinquent or as a youthful offender for...”).

Assault with intent to commit rape is a crime under G.L.K. c. 265, §24. “Assault with intent to commit rape” is not defined by statute.

Stalking – Stalking is a crime under G.L. c. 265, 43(a), where it is described as follows:

“Whoever willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person, which seriously alarms that person and would cause a reasonable person to suffer substantial emotional distress, shall be guilty of the crime of criminal harassment and shall be punished by imprisonment in a house of correction for not more than 2 1/2 years or by a fine of not more than \$1,000, or by both such fine and imprisonment. The conduct or acts described in this paragraph shall include, but not be limited to, conduct or acts conducted by mail or by use of a telephonic or telecommunication device or electronic communication device including, but not limited to, any device that transfers signs, signals, writing, images, sounds, data or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo-electronic or photo-optical system, including, but not limited to, electronic mail, internet communications, instant messages or facsimile communications.”

Consent – “Consent,” in reference to sexual activity is not defined by statute in Massachusetts. However, lack of consent is an element of the crimes of rape and indecent assault and battery.

Appendix 5 – Certain HEOA Definitions related to Fire Safety

On-Campus Student Housing Facility: A dormitory or other residential facility for students that is located on an institution's campus even if the building is owned or maintained by a student organization or another party.

Cause of Fire: the factor or factors that give rise to a fire. The causal factor may be, but is not limited to, the result of an intentional or unintentional action, mechanical failure, or act of nature.

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, employees, visitors, firefighters, or any other individuals.

Fire-related death: Any instance in which a person—

- (1) 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
- (2) dies within one 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. This may include sprinkler systems or other fire extinguishing systems, fire detection devices, stand-alone smoke alarms, devices that alert one to the presence of a fire, such as horns, bells, 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
- Does not include indirect loss, such as business interruption

Appendix 6 - Protection from Harassment Policy (Title IX)

POLICY STATEMENT

MCPHS University (“MCPHS” or the “University”) is committed to maintaining a positive living, learning, and working environment that is free from all forms of Sexual Harassment, which is a form of sex discrimination. The University does not discriminate based on sex, in admission and access to, and treatment and employment in, its education program or activity or while a person is attempting to participate in an education program or activity. For discrimination and harassment that is not of a sexual nature, please refer to the University’s Protection from Discrimination and Harassment Policy.

The University actively complies with the requirements of Title IX of the Educational Amendments of 1972 and pertinent laws, regulations, and executive directives of the Commonwealth of Massachusetts and other applicable state and federal statutes.

This Policy addresses sexual harassment prohibited by Title IX as defined by the United States Department of Education and related retaliation and provides procedures for reporting and investigating possible violations of this policy. Sex-based harassment and misconduct that is not covered under this Policy may be a violation of another University policy. This policy does not preclude application or enforcement of other University policies.

Individuals who violate this Policy are subject to discipline and corrective action, up to and including termination or expulsion.

In this Policy, the term “Sex-Based Harassment” is defined pursuant to 34 CFR Part 106 as: Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from the school’s education program or activity; an employee conditioning the provision of aid, benefit, or service on an individual’s participation in unwelcome conduct (quid pro quo); or sexual assault (as defined by the Clery Act), dating violence, domestic violence, or stalking (as defined by the Violence Against Women Act (VAWA)).

The University will not tolerate sexual harassment in any form or related retaliation against or by any employee or student. The University recognizes that discrimination and harassment related to a person’s sex can occur in connection with misconduct related to a person’s sexual orientation, gender identity, gender expression, race, color, ethnicity, national origin, religion, age, disability, or other protected classes. Targeting a person based on these characteristics is also a violation of state and federal law and the University’s Protection from Discrimination and Harassment Policy. As appropriate, the University will endeavor to coordinate the investigation and resolution of sexual-based harassment complaints with the investigation and resolution of complaints of discrimination or harassment based on other protected classes. There is a presumption that the Respondent is not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. There is a presumption of innocence throughout the grievance process, with the burden on the University to gather information and to prove the alleged conduct meets the definition of sexual-based harassment pursuant to Title IX.

Inquiries regarding the University's compliance with Equal Opportunity and Affirmative Action laws should be directed to the Chief Human Resources Officer, Kevin Dolan at Kevin.Dolan@mcphs.edu or 617.732.2144.

TITLE IX REPORTING OBLIGATIONS

Obligations to Report Sex-Based Harassment

All MCPHS faculty and employees (including student-employees), other than those deemed Confidential Employees, are Mandated Reporters and are expected to promptly report all known details of actual or suspected sex discrimination, sex-based harassment, retaliation and/or Other Prohibited Conduct to the Title IX Coordinator immediately, although there are some limited exceptions. Supportive measures may be offered as the result of such disclosures without formal MCPHS action.

Where to Report. Anyone who believes that they experienced, witnessed, or otherwise have knowledge of sexual-based harassment **shall** immediately report such behavior to the:

- Title IX Coordinator (Rachel Andoscia), rachel.andoscia@mcphs.edu, or;
- Chief Inclusion Officer (Clara Reynolds), clara.reynolds@mcphs.edu, or;
- Confidential Advisor /Resource Provider (Dawn Ballou), dawn.ballou@mcphs.edu, or;
- [Online Reporting Form](#)
- Anonymous Ethics Hotline: 877.472.2110

An individual may choose to report sexual harassment to a faculty or staff member. All employees have a duty to report potential Title IX violations, and every employee shall report and inform the reporting individual that:

- You are not a confidential source; and
- You will report their concerns to the Title IX Coordinator.

Rachel Andoscia
179 Longwood Avenue, Boston, MA 02115
617.732.2077 – office
516.382.6814 – cell
rachel.andoscia@mcphs.edu

When to Report. All reports or complaints shall be made as promptly as possible after the occurrence. For students, while they should expect that faculty and staff would inform the Title IX Coordinator, students are strongly encouraged to contact the Title IX Coordinator.

Failure to Report is a Violation. A failure to report this information by a mandated reporter is a violation of this policy, except in the case of an individual whose profession and University responsibilities require them to keep certain communications confidential (e.g., a professional counselor). Such an individual is not required to report confidential communications received while performing those University responsibilities.

Right to File Criminal Complaint. A complainant has the right to file a criminal complaint before, during or after the University's Title IX investigation.

Amnesty Policy. The University encourages the reporting of all concerns regarding sexual harassment. Sometimes individuals are hesitant to report instances of sexual harassment because they fear being charged with other policy violations. Because the University has a paramount interest in protecting the well-being of its community and remedying sexual harassment, other policy violations will be considered, if necessary, separately from allegations under this policy.

Zero-Tolerance for Retaliation. The University will not tolerate retaliation by any employee or student. Retaliation is a serious violation of this policy, as well as of federal, state, and local law. Anyone who believes he or she is a victim of retaliation should report the matter immediately according to the same procedure provided in this policy for making complaints of discrimination, harassment, or sexual assault.

DEFINITIONS

Actual Knowledge – notice has been given of sexual harassment or allegations of sexual harassment to the Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University.

Advisor – Any person chosen by a party, or appointed by the institution, who may accompany the party to all meetings related to the Resolution Process and advise the party on that process.

Complainant – A student or employee who is alleged to have been subjected to conduct that could constitute discrimination, harassment, retaliation, or Other Prohibited Conduct under the Policy; or a person other than a student or employee who is alleged to have been subjected to conduct that could constitute discrimination or harassment or under the Policy and who was participating or attempting to participate in MCPHS' education program or activity at the time of the alleged discrimination, harassment, retaliation, or Other Prohibited Conduct.

Consent – Consent is defined as knowing, and voluntary, and clear permission by word or action to engage in sexual activity. For consent to be valid, there must be a clear expression in words or actions that the other individual consented to that specific sexual conduct. Consent is evaluated from the perspective of what a reasonable person would conclude are mutually understandable words or actions.

Education Program or Activity – for purposes of Title IX, this includes locations, events, or circumstances over which the University exercises substantial control over both the respondent and the context in which the sexual harassment occurs, and also includes any building owned or controlled by a student organization that is officially recognized by the University. This includes University networks and technology.

Complaint – An oral or written request to MCPHS that can objectively be understood as a request for MCPHS to investigate and make a determination about the alleged Policy violation(s).

Informal Resolution – A resolution agreed to by the Parties and approved by the Title IX Coordinator that occurs prior to a Final Determination in the Resolution Process.

Investigators – The Title IX Coordinator or person(s) authorized by MCPHS to gather facts about an alleged violation of this Policy, assess relevance and credibility, synthesize the evidence, determine if a violation occurred, and compile this information into an Investigation Report.

Preponderance of the Evidence – the evidentiary standard used to determine responsibility with respect to sexual harassment complaints.

Respondent – A person who is alleged to have engaged in conduct that could constitute discrimination based on a protected characteristic, harassment, retaliation, or Other Prohibited Conduct for engaging in a protected activity under this Policy.

Sex-Based Harassment – is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex, including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity; sexual assault, dating violence, domestic violence, and stalking. 1) Quid Pro Quo Harassment: an employee agent, or other person authorized by MCPHS, to provide an aid, benefit, or service under MCPHS' education program or activity, explicitly or impliedly conditioning the provision of such aid, benefit, or service, on a person's participation in unwelcome sexual conduct. 2. Hostile Environment Harassment: unwelcome sex-based conduct, that based on the totality of the circumstances, is subjectively and objectively offensive, and is so severe or pervasive, that it limits or denies a person's ability to participate in or benefit from MCPHS' education program or activity.

Supportive Measures – are to be non-disciplinary, non-punitive in nature. Designed to restore or preserve access to the school's education program or activity without unreasonably burdening the other party, protect the safety of all parties and the school's educational environment, and deter sexual harassment. The measures may include but are not limited to counseling, changes to academic schedules and housing, escort services, and no contact orders. Supportive measures will be provided without fee or charge to either party. Equitable treatment of both parties that is impartial but reasonable in light of the circumstances is required. Supportive measures are available before or after the filing of a complaint or where no complaint has been filed.

Title IX Coordinator – The person with primary responsibility for overseeing and enforcing the policies and procedures concerning nondiscrimination on the basis of sex.

THE GRIEVANCE PROCESS

The complainant and respondent are treated equitably while addressing allegations of sex-based harassment. Equitable remedies should include supportive measures for the parties that are non-disciplinary, non-punitive in nature and designed to restore or preserve equal access to education programs and activities while addressing the allegations through a fair and unbiased grievance process. Individuals with disabilities who may require an accommodation to participate in the Title IX grievance process should contact the Title IX Coordinator.

A. THE COMPLAINT

Upon receipt of Notice, a Complaint, or Knowledge of an alleged Policy violation, the Title IX Coordinator will initiate a prompt initial evaluation to determine MCPHS' next steps. The Title IX Coordinator will contact the Complainant/source of the Notice to offer supportive measures, provide information regarding resolution options, and determine how they wish to proceed.

Emergency Removal of a student-respondent may still be appropriate, provided the University does an individualized safety and risk analysis; determines there is an immediate threat to the

physical health or safety of students or employees that justifies removal; and, provides notice and an opportunity for the respondent to challenge the decision immediately following removal. Non-student employees may be placed on administrative leave during investigations.

The complainant or Title IX Coordinator file a document alleging sex-based harassment against a respondent and requesting that the University investigate the allegation of sexual harassment, known as a complaint.” A complainant may only file a formal complaint under this policy if the complainant is participating in or attempting to participate in an education program or activity of the University.

The University treats the complainant and respondent equitably throughout the grievance process. All University officials involved in the grievance process must not have a conflict of interest or bias for or against either party. The respondent is presumed not to be responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process. The parties are advised as to the range of possible disciplinary sanctions and remedies that the University may implement following any determination of responsibility. The University will determine responsibility based on the evidentiary standard of Preponderance of the Evidence and both parties are permitted to appeal the final decision.

The University will provide for an informal resolution process such as mediation after the filing of a formal complaint. Informal resolution does not involve a full investigation and adjudication. The informal resolution process may begin at any time prior to a determination regarding responsibility. The University must provide the parties with the written notice as to the allegations and the requirements of the informal resolution process. The parties must voluntarily agree and provide written consent to the Informal resolution process. The parties have the right to withdraw from the informal process and participate in the administrative resolution process any time prior to a determination regarding responsibility.

B. TITLE IX INVESTIGATION

1. **Initiating the investigation.** All investigations are adequate, thorough, reliable, impartial, prompt, and fair. They involve interviewing relevant Parties and witnesses, obtaining relevant evidence, and identifying sources of expert information as necessary. After an interview, Parties and Witnesses will be asked to verify the accuracy of the summary or transcript of their interview. They may submit changes, edits, or clarifications. If the Parties or witnesses do not respond within the time period designated for verification, objections to the accuracy of the transcript or summary will be deemed to have been waived, and no changes will be permitted. MCPHS may consolidate Complaints against more than one Respondent or by more than one Complainant against one or more Respondents when the allegations arise from the same facts, collusion, and/or other shared or similar actions.
2. **Gathering Information.** The Title IX Coordinator or trained designee typically takes the following steps, if not already completed and not necessarily in this order:
 - Determine the identity and contact information of the Complainant.
 - Identify all offenses implicated by the alleged misconduct and notify the Complainant and Respondent of all specific policies implicated.

- Conducts a prompt initial evaluation to determine if the allegations indicate a potential Policy violation.
 - Prepare the initial NOIA. The NOIA may be amended with any additional or dismissed allegations.
 - Commence a thorough, reliable, and impartial investigation by identifying issues and developing a strategic investigation plan, including a witness list, evidence list, intended investigation timeframe, and order of interviews for the Parties and witnesses.
 - When the participation of a party is expected, notify that party of the date, time, and location of the meeting, as well as the expected participants and purpose.
 - When possible, make good faith efforts to notify each party of any meeting or interview involving another party in advance.
 - Interview the Complainant and the Respondent and conduct any necessary follow-up interviews with each.
 - Interview all available, relevant witnesses and conduct follow-up interviews as necessary.
 - Provide each interviewed party and witness an opportunity to review and verify the Investigator's summary notes of the relevant evidence/testimony from their respective interviews and meetings.
 - Allow each party the opportunity to suggest witnesses and questions they wish the Investigator(s) to ask of another party and/or witnesses. Document which questions were asked with a rationale for any changes or omissions in the investigation report.
 - Where possible, complete the investigation promptly and without unreasonable deviation from the intended timeline.
 - Provide the Parties with regular status updates throughout the investigation.
 - Prepare a draft investigation report that gathers, assesses, and synthesizes the evidence, accurately summarizes the investigation, and party and witness interviews, and provides all relevant evidence.
 - Provide the Parties the opportunity to review the draft investigation report as well as an opportunity to inspect and review all relevant evidence obtained as part of the investigation for a review and comment period of ten (10) business days so that each party may meaningfully respond to the evidence. The Parties may elect to waive all or part of the review period.
 - The Title IX Coordinator or trained designee may share the investigation report with the MCPHS Chief Inclusion Officer and the MCPHS Compliance Team for their review and feedback.
3. **Time frame.** The University will endeavor to complete its investigation in sixty (60) to 90 days. However, there may be reasonable delays or extensions as circumstances arise.
4. **Standard of Proof.** The “preponderance of the evidence” standard shall be applied to sexual harassment complaints. This standard requires a finding that it is more likely than not that sexual harassment occurred in order to assign responsibility to the respondent.

5. **Dismissal.** MCPHS may dismiss a Complaint if, at any time during the investigation or Resolution Process, one or more of the following grounds are met: 1) MCPHS is unable to identify the Respondent after taking reasonable steps to do so 2) MCPHS no longer enrolls or employs the Respondent 3) A Complainant voluntarily withdraws any or all of the allegations in the Complaint, and the Title IX Coordinator declines to initiate a Complaint 4) MCPHS determines the conduct alleged in the Complaint would not constitute a Policy violation if proven.
6. **Determining Responsibility.** The Title IX Coordinator will provide the parties with access to the Final Investigation Report (FIR) and investigation file, including the evidence and information obtained through their led questioning meetings. The Title IX Coordinator or Designee will review the FIR, all appendices, and the investigation file. If the record is incomplete, the Title IX Coordinator/Designee may re-open the investigation, or conduct any additional inquiry necessary, including informal meetings with the Parties or any witnesses, if needed. Upon reviewing the relevant evidence, the Title IX Coordinator or Designee may also choose to pose additional questions: To the extent credibility is in dispute and relevant to one or more of the allegations, the Title IX Coordinator or trained designee may meet individually with the parties and witnesses to question them in order to assess their credibility. At their discretion, the Title IX Coordinator or trained designee may also meet with any party or witness to ask additional relevant questions that will aid them in making their findings. The Title IX Coordinator or trained designee will then apply the Preponderance of the evidence to make a determination on each of the allegations and, if applicable, any associated sanctions.
7. **Notice of Outcome.** Within seven (7) business days of the conclusion of the Resolution Process, not including any time for appeal, unless an extension for additional time is needed, the Title IX Coordinator or trained designee provides the Parties with a written outcome notification. The outcome notification will specify the finding for each alleged Policy violation, the rationale for such determinations, and all applicable disciplinary actions/sanctions that MCPHS is permitted to share pursuant to state or federal law.
8. **Appeal of the Determination.** The Title IX Coordinator will designate an Appeal Decision-maker or other trained internal or external individuals, to hear the appeal. No Appeal Decision-maker will have been previously involved in the Resolution Process for the Complaint, including in any supportive measure challenge or dismissal appeal that may have been decided earlier in the process. A. Appeal Grounds Appeals are limited to the following grounds: 1) A procedural irregularity that would change the outcome. 2) New evidence that would change the outcome and that was not reasonably available at the time the determination regarding responsibility was made. 3) The Title IX Coordinator or trained designee, Appeal Decision-maker(s), or MCPHS Officials had a conflict of interest or bias for or against complainants or respondents generally or the specific Complainant or Respondent that would change the outcome.

COMPLAINTS BY AND AGAINST UNIVERSITY EMPLOYEES AND STUDENTS ARISING IN AN AFFILIATED ENTITY

University employees and students sometimes work or study at the worksite or program of another organization affiliated with MCPHS. When a violation of this policy is alleged by or against University employees or students in those circumstances, the complaint should immediately be

directed to the Title IX Coordinator. The University will follow the designated protocol for all Title IX allegations.

NO LIMITATION ON EXISTING AUTHORITY

No provision of this policy shall be construed as a limitation on the authority of an appointing or disciplinary authority under applicable policies and procedures to initiate appropriate action. If a Title IX investigation is conducted under this policy and no policy violation is found, that finding does not prevent discipline of the respondent for inappropriate or unprofessional conduct under other applicable policies and procedures.

ANNUAL REPORT

For the purposes of the Clery Report, the Office of Public Safety shall maintain an annual report documenting: (1) the number of reports or complaints received pursuant to this policy; (2) the categories of those involved in the allegations; (3) the number of policy violations found; and (4) examples of sanctions imposed for policy violations.

EDUCATION

The University will broadly disseminate this policy, distribute a list of resources available to respond to concerns of Protected Class discrimination, harassment, sexual misconduct, and related retaliation and develop and present appropriate educational programs for students and employees.

STATE AND FEDERAL REMEDIES

In addition to the above, students or employees may file a formal complaint with the U. S. Equal Employment Opportunity Commission (EEOC), the Office of Civil Rights, the U. S. Department of Education or the applicable state or local governmental agencies where they reside. Using the University's complaint process does not prohibit a student or employee from filing a complaint with these agencies.

Equal Employment Opportunity Commission (EEOC)

JFK Federal Building
475 Government Center
Boston, MA 02203
800.669.4000

U. S. Department of Education (DOE)

Office of Civil Rights (OCR)
5 Post Office Square
Eighth Floor
Boston, MA 02109-3921
617.289.0111

Massachusetts Commission Against Discrimination (MCAD)

John McCormack Building	Worcester City Hall
One Ashburton Place	455 Main Street
Sixth Floor, Room 601	Room 101
Boston, MA 02108	Worcester, MA 01608
617.994.6000	508.779.8010

RELATED POLICIES

MCPHS University Protection from Discrimination and Harassment Policy provides that the University expects its employees and students to report discrimination and harassment.

MCPHS University Professional Conduct in the Workplace Policy Statement provides that the University expects its employees to respect the dignity of others and show the same respect and concern for all community members.

MCPHS University Student Conduct Policies and Procedures address student conduct that occurs on or as it relates to University property, or at official functions and University-sponsored programs conducted away from the campus. For related complaint, grievance or disciplinary processes see the Student Code of Conduct and Student Discipline System.

This policy complies with Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; The Age Discrimination in Employment Act of 1976; the Equal Pay Act of 1963; sections 503 and 504 of the Rehabilitation Act of 1973; the Vietnam Era Veterans Adjustment Act; the Americans with Disabilities Act.
