Key Information for Employees and Responsible Employees
Regarding Sexual Violence and Sexual Harassment

Equal Opportunity Guidelines and Procedures, including regarding sexual harassment and sexual assault, are available at www.uml.edu/HR/Equal/EO-Guidelines.aspx. A violation of the guidelines will result in disciplinary action up to and including termination.

The University of Massachusetts Lowell prohibits and will not tolerate the offenses of sexual harassment, domestic violence, dating violence, sexual assault, and stalking. Same-sex offenses are included. For additional information regarding sexual violence prevention and response, please see www.uml.edu/prevent.

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Reporting Requirements for Responsible Reporting Employees
(See Definitions Below)

1. Responsible Reporting Employees are required, within three months but ideally one month of hire, to complete the online **Title IX Training**. Login instructions are available from Equal Opportunity and Outreach, 978-934-3565.

2. All employees are required, within three months but ideally one month of hire, to complete the online **Preventing Harassment on Campus** training, at [http://uml.personaladvantage.com](http://uml.personaladvantage.com). Please create your own login credentials. The supervisory module is required within one month of beginning a supervisory role.

3. On an ongoing basis, you must be vigilant to become aware of any potential violations of the UMass Lowell’s Equal Opportunity Guidelines, at [http://www.uml.edu/HR/Equal/EO-Guidelines.aspx](http://www.uml.edu/HR/Equal/EO-Guidelines.aspx), and to report them immediately. Failure to do so is subject to discipline up to and including termination.

4A. **Responsibilities if you become aware of any potential Equal Opportunity violation as described in the Guidelines:**
   - Reporting is required to Equal Opportunity and Outreach, 978-934-3565, within 24 hours even if confidentiality or anonymity is requested.
   - You must report all information you learn, including names, date, time, and location.
   - Failure to report is serious and subject to discipline.
   - If the individual requests confidentiality, let him or her know:
     - You must report the names of both parties and the relevant facts (including date, time and location) to Equal Opportunity and Outreach.
     - Privacy will be kept to the extent possible.
     - The individual may request confidentiality, which will be considered by Equal Opportunity and Outreach, but cannot be guaranteed.
     - Provide list of support resources, including resources which are able to maintain confidentiality – see last page of this handout.

4B. **Responsibilities in addition to (2A) if you become aware of a potential sex- or gender-related violation of the Guidelines, including but not limited to sexual violence or sexual harassment (see definitions), sex discrimination, or discrimination based on pregnancy or related conditions:**
   - Follow all the directions in 2A, above.
   - Do not ask questions to gather information beyond name(s) and available contact information.
   - If the matter involves a crime or potential crime of sexual assault, attempt to commit sexual assault, or domestic violence – see definitions below, the information you learned should be reported to the UMass Lowell Police Department. If the impacted person asks you not to report the incident to the Police Department, you still need to provide the information to them.
   - Before someone reveals sensitive information, make every effort to ensure he/she understands that you must report the names of both parties and the relevant facts (including date, time and location) to the Title IX Coordinator (or Deputy).
Sexual Harassment and Sexual Violence Definitions

Coercion: The use of an unreasonable amount of pressure. Coercion does not begin when the initiator makes an initial sexual advance. Coercion begins when the initiator continues to pressure another to engage in sexual behavior, when a reasonable person would realize that the other does not want to be convinced.

Consent is acceptance or approval of what is planned or done by another; acquiescence.

Regarding consent as it relates to sexual violence, sexual harassment, domestic violence, dating violence, stalking, or any form of sexual activity:

It is the responsibility of the person seeking to initiate the sexual activity or conduct to affirmatively obtain consent, not the intended recipient of such contact or conduct to affirmatively deny such consent. An affirmative, informed decision to engage in mutually acceptable sexual activity must be given by clear actions or words. It is an informed decision made freely and actively by all parties.

Relying solely upon nonverbal communication can lead to miscommunication. It is important not to make assumptions and if confusion or ambiguity on the issue of consent arises anytime during the sexual interaction, it is essential that each participant stops and clarifies, verbally, willingness to continue.

Parties should understand that consent may not be inferred from silence, passivity, or lack of active resistance alone.

A current or previous dating or sexual relationship is not sufficient to constitute consent, and consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Drugs or alcohol may cause incapacitation. An individual is not considered able to give consent if his or her judgment is so impaired that he or she would not be capable of making rational decisions about his or her welfare. Therefore, the person would not be able to give consent to engage in sexual activity, even if he or she participates in sexual activity while incapacitated. The party seeking sexual activity will be held responsible if he/she knew or reasonably should have known the other party was incapacitated and thus not capable of giving knowing consent.

Consent is not present when drugs or alcohol have caused incapacitation.

Consent is not present when an individual is incapable of giving consent because of his/her temporary or permanent mental or physical incapacity.

Consent is not indefinite and may be withdrawn at any time. Once consent is withdrawn, all sexual activity must cease unless and until additional effective consent is given.

Consent is not present from a person who is unconscious or in and out of consciousness.

Consent is not present from a person who is underage.

Consent is not present if force is used.

Counseling Staff: An individual who provides confidential mental or physical health services to University students. This includes staff who are understood by students to be acting in that capacity, even if the provision of such services is not their only or standard role. See Section II for more information.

Dating violence: Violence committed by a person—(A) who is or has been in a social relationship of a romantic or intimate nature with the victim; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship, (ii) the type of relationship, (iii) the frequency of interaction between the persons involved in the relationship. For the purposes 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.
Domestic violence: Felony or misdemeanor crimes of violence committed (i) By a current or former spouse or intimate partner of the victim; (ii) By a person with whom the victim shares a child in common, regardless of whether they have ever married or lived together; (iii) By a person who is cohabitating with or has cohabitated with the victim; (iv) 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; (v) By a person who is or was related by blood or marriage to the victim; or (vi) By a person who is or was in a substantive dating or engagement relationship with the victim, assessed based on: (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.

Force: To take measures to attempt to or succeed in engaging in sexual behavior with another without that person’s consent. Force is committed in four primary ways: physical force; coercion; threat; or intimidation, which is an implied threat.

Non-Consensual Sexual Contact: The touching of the private parts of another person for the purposes 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.


Non-Consensual Sexual Intercourse: 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 his or her consent. The definition includes any gender of the parties, and includes instances in which a person is incapable of giving consent because of temporary or permanent mental or physical incapacity, including due to the influence of drugs or alcohol or because of youth. Massachusetts law indicates that such acts are considered non-consensual sexual intercourse when a person is compelled to submit by force against his/her will, compelled to submit by threat of bodily injury and if either such penetration results in or is committed with acts resulting in serious bodily injury, or is committed by a joint enterprise, or is committed during the commission or attempted commission of certain other crimes.

Responsible Reporting Employees for Potential Violations of the Guidelines: Includes all supervisors including administrators, Police Department employees, Student Affairs including Residence Life employees, and all faculty. Responsible Reporting Employees are defined as any employee who has the authority to take action to redress sexual violence; and/or has the duty of reporting incidents of sexual violence or any other misconduct by students to the Title IX Coordinator or other appropriate school designee; or whom a student could reasonably believe has this authority or duty. See above regarding reporting responsibilities.

Retaliation: Intentional action taken by an accused individual or allied third party, apart from legitimate non-discriminatory purposes, that harms an individual as reprisal for filing or participating in a civil rights report or complaint proceeding.

Sexual Assault: An offense that meets the definition of non-consensual sexual intercourse or non-consensual sexual contact. A sex offense is any act directed against another person, without his or her consent, including instances where the person is incapable of giving consent.

Sexual Harassment: Sexual Harassment that rises to an actionable level is:
• Gender-based or sexual verbal or physical conduct that is,
• unwelcome or without consent,
• considered to be sufficiently offensive in terms of severity, persistence, or pervasiveness, both to a reasonable person and the person impacted, that it,
• has the effect of unreasonably or substantially interfering with, or of depriving someone of access to, the terms, conditions, privileges, benefits, or opportunities of the University’s
education, employment, or programs, regardless of whether it occurs on or off campus.

There are three main types of the above actionable sexual harassment:

• Such conduct is considered *quid pro quo sexual harassment* when there is a power differential, such as between a faculty member and student, or between a supervisor and direct report, when a) submission to or rejection of such conduct, advances, or sexual requests is made either explicitly or implicitly a term or condition of employment or as a basis for employment decisions, or b) such conduct, advances, or sexual requests have the effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, humiliating or sexually offensive work environment.

• Such conduct is considered *hostile environment sexual harassment* when there is not a power differential and the conduct creates a hostile, intimidating, humiliating, or sexually offensive environment.

• The behavior is *realtatory*.

Examples of sexual harassment include, but are not limited to:

• *sexual exploitation*;

• gender-based bullying;

• to attempt to *coerce* an unwilling person into a sexual relationship;

• to repeatedly subject a person to egregious, unwelcome sexual attention;

• to punish a refusal to comply with a sexual based request;

• to condition a benefit on submitting to sexual advances.

• While it is not possible to list all those additional circumstances that may constitute sexual harassment, the following are some examples of conduct which if unwelcome, may constitute sexual harassment depending upon the totality of the circumstances including the severity of the conduct, its persistence, and its pervasiveness:

  o Sexual emails;

  o Sexting, or sexual messages or images posted on social media, for example, Facebook posts, Tweets, Snapchat, Instagram, blog entries

  o Physical contact such as patting, pinching, or purposely rubbing up against another’s body.

  o Unwelcome sexual advances -- whether they involve physical touching or not;

  o Sexual “kidding,” epithets, jokes, written or verbal references to sexual conduct, gossip regarding one's sex life; comment on an individual's body, comment about an individual's sexual activity, deficiencies, or prowess;

  o Displaying sexually suggestive objects, pictures, cartoons;

  o Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;

  o Inquiries into one's sexual experiences; and,

  o Discussion of one's sexual activities.

Not all workplace or educational conduct that may be described as “harassment” affects the terms, conditions or privileges of employment or education. For example, a mere utterance of a gender-based epithet which creates offensive feelings in an employee or student would not normally affect the terms or conditions of their employment or education.

**Sexual Violence**: Physical sexual acts engaged in without the *consent* of the other person or when the other person is unable to *consent* to the activity. For the purposes of this document, sexual assault, domestic violence, dating violence, and stalking. Some other types of sexual harassment may also be forms of sexual violence.

**Stalking**: Engaging in a course of conduct directed at a specific person that would cause a reasonable person to— (i) fear for the person’s safety or the safety of others; or (ii) Suffer substantial emotional distress. “Course of conduct” means two or more acts, including, but not limited to, acts 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. “Substantial emotional distress” means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. “Reasonable person” means a reasonable person under similar circumstances and with similar identities to the affected party. The conduct, acts or threats described above shall include, but not be limited to, electronic mail, internet communications, instant messages or facsimile communications.

Approved May 2015
cio

**Avoiding Stigmatization**

A person who reports a concern in good faith is taking a step of courage, trusting that UMass Lowell and its agents will respond appropriately. We must be respectful and considerate to the party reporting the concern, the party about whom there is a reported concern, and anyone cooperating with UMass Lowell’s inquiry. These individuals should not face stigmatization.

Behaviors such as negative inferences, unnecessary re-interviewing, retaliation, unnecessary disclosure of information, and marginalization are sometimes described as “secondary victimization” and can be a source of great distress and trauma for affected individuals.

- Witnesses or individuals who learn of the concern must all avoid making negative inferences. If someone speaks to you regarding a concern of sexual violence, sexual harassment, or other harassment based on a protected class, use non-judgmental language. Don’t make or imply inferences as to responsibility. For example, don’t ask what the person was wearing, if they were under the influence of drugs or alcohol, or if they had given consent to the unwelcome behavior in the past. As described in the Reporting Requirements section, it is not your role to ask additional questions or investigate, beyond learning names and available contact information.

- Only report the information to the Police Department and/or the Title IX Coordinator or a Deputy Coordinator. Do not disclose the information to others.

- Similarly, the Police Department, and Title IX investigators in Equal Opportunity and Outreach and in Student Conduct, are respectful and neutral. They take measures to prevent individuals from unnecessary re-interviewing and from feeling that they are being subject to negative inferences during the investigation process.

- Retaliation (see definition above) is prohibited. It is prohibited to take any adverse action against an individual because the person brought a concern or because they participated in UMass Lowell’s response to that concern. Retaliation is prohibited even if the initial concern was not found by UMass Lowell to have occurred. Forms of retaliation may include, but are not limited to, social exclusion, posting comments on social media, other forms of stigmatization, relaying of confidential information to parties who do not need to know that information, or denial of any of the benefits of UMass Lowell’s education programs or services.

- Information regarding the finding, remedies, and any sanctions is only revealed to a limited extent as described in the Sexual Harassment / Title IX / VAWA Procedure. If you become aware of such information you must not disclose it to others. Also, the UMass Lowell administration, its employees and students must continue to treat both parties and the witnesses with respect.
Some Possible Impacts of Trauma
Source: www.helpguide.org

- Reduced self-esteem, even if the person used to be confident
- Major personality changes (e.g. an outgoing person becomes withdrawn)
- Depression, anxiety, suicidality
- Problems with academic or work performance
- Self-blame
- Fear in similar situations, or flashbacks can inhibit an individual’s ability to reason and make choices. Individuals may have difficulty in establishing or communicating boundaries, which may increase vulnerability to future sexual harassment or sexual violence
Some Tips for Recognizing of Signs of Risky Behavior
Source: www.helpguide.org

There are many signs of an abusive relationship. The most telling sign is fear of your partner. If you feel like you have to walk on eggshells around your partner—constantly watching what you say and do in order to avoid a blow-up—chances are your relationship is unhealthy and abusive. Other signs that you may be in an abusive relationship include a partner who belittles you or tries to control you, and feelings of self-loathing, helplessness, and desperation.

To determine whether your relationship is abusive, answer the questions below. The more “yes” answers, the more likely it is that you’re in an abusive relationship.

<table>
<thead>
<tr>
<th>Your Inner Thoughts and Feelings</th>
<th>Your Partner’s Belittling Behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Do you:</strong></td>
<td><strong>Does your partner:</strong></td>
</tr>
<tr>
<td>feel afraid of your partner much of the time?</td>
<td>humiliate or yell at you?</td>
</tr>
<tr>
<td>avoid certain topics out of fear of angering your partner?</td>
<td>criticize you and put you down?</td>
</tr>
<tr>
<td>feel that you can’t do anything right for your partner?</td>
<td>treat you so badly that you’re embarrassed for your friends or family to see?</td>
</tr>
<tr>
<td>believe that you deserve to be hurt or mistreated?</td>
<td>ignore or put down your opinions or accomplishments?</td>
</tr>
<tr>
<td>wonder if you’re the one who is crazy?</td>
<td>blame you for their own abusive behavior?</td>
</tr>
<tr>
<td>feel emotionally numb or helpless?</td>
<td>see you as property or a sex object, rather than as a person?</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Your Partner’s Violent Behavior or Threats</th>
<th>Your Partner’s Controlling Behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Does your partner:</strong></td>
<td><strong>Does your partner:</strong></td>
</tr>
<tr>
<td>have a bad and unpredictable temper?</td>
<td>act excessively jealous and possessive?</td>
</tr>
<tr>
<td>hurt you, or threaten to hurt or kill you?</td>
<td>control where you go or what you do?</td>
</tr>
<tr>
<td>threaten to take your children away or harm them?</td>
<td>keep you from seeing your friends or family?</td>
</tr>
<tr>
<td>threaten to commit suicide if you leave?</td>
<td>limit your access to money, the phone, or the car?</td>
</tr>
<tr>
<td>force you to have sex?</td>
<td>limit your access to money, the phone, or the car?</td>
</tr>
<tr>
<td>destroy your belongings?</td>
<td>constantly check up on you?</td>
</tr>
</tbody>
</table>
Recognizing Warning Signs of Domestic Violence and Abuse

It's impossible to know with certainty what goes on behind closed doors, but there are some telltale signs and symptoms of emotional abuse and domestic violence. If you witness any warning signs of abuse in a friend, family member, or co-worker, take them very seriously.

**General warning signs of domestic abuse**
People who are being abused may:
- Seem afraid or anxious to please their partner
- Go along with everything their partner says and does
- Check in often with their partner to report where they are and what they're doing
- Receive frequent, harassing phone calls from their partner
- Talk about their partner's temper, jealousy, or possessiveness

**Warning signs of physical violence**
People who are being physically abused may:
- Have frequent injuries, with the excuse of "accidents"
- Frequently miss work, school, or social occasions, without explanation
- Dress in clothing designed to hide bruises or scars (e.g. wearing long sleeves in the summer or sunglasses indoors)

**Warning signs of isolation**
People who are being isolated by their abuser may:
- Be restricted from seeing family and friends
- Rarely go out in public without their partner
- Have limited access to money, credit cards, or the car

**The psychological warning signs of abuse**
People who are being abused may:
- Have very low self-esteem, even if they used to be confident
- Show major personality changes (e.g. an outgoing person becomes withdrawn, or vice-versa)
- Be depressed, anxious, or suicidal

Recognizing Sexual Harassment

The warning signs of Sexual Harassment may be similar to the warning signs of Domestic Violence and Abuse, and the Possible Impacts of Trauma, above.

To recognize whether sexual harassment may be taking place, take note of these factors:

1) Is the behavior sexual in nature, even if not directed toward someone?

2) Is there difficulty performing one’s job or attaining all the benefits of education, e.g., due to fear or due to an offensive environment?

3) Would a reasonable person find the behavior objectionable and disruptive? Does that individual find it to be so?

Additionally, any type of unwelcome sexual behavior is inappropriate and must stop, even if it does not rise to the level of sexual harassment.
Risk Reduction

With no intent to victim-blame and with full recognition that the only one responsible for sexual assault is the assailant, the following are some strategies to reduce one’s risk of sexual assault or sexual harassment (adapted from Rape, Abuse, & Incest National Network, www.rainn.org).

1. Be aware of your surroundings. Knowing where you are and who is around you may help you to find a way to get out of a bad situation.
2. Try to avoid isolated areas. It is more difficult to get help if no one is around.
3. Walk with purpose. Even if you don’t know where you are going, act like you do.
4. Trust your instincts. If a situation or location feels unsafe or uncomfortable, it probably isn’t the best place to be.
5. Try not to load yourself down with packages or bags as this can make you appear more vulnerable.
6. Make sure your cell phone is with you and charged and that you have cab money.
7. Don't allow yourself to be isolated with someone you don’t trust or someone you don’t know.
8. Avoid putting music headphones in both ears so that you can be more aware of your surroundings, especially if you are walking alone.
9. When you go to a social gathering, go with a group of friends. Arrive together, check in with each other throughout the evening, and leave together. Knowing where you are and who is around you may help you to find a way out of a bad situation.
10. Trust your instincts. If you feel unsafe in any situation, go with your gut. If you see something suspicious, contact law enforcement immediately. UMass Police is at 978-934-4911, or x44911. Local authorities can be reached by calling 911 in most areas of the U.S.
11. Don't leave your drink unattended while talking, dancing, using the restroom, or making a phone call. If you’ve left your drink alone, just get a new one.
12. Don't accept drinks from people you don't know or trust. If you choose to accept a drink, go with the person to the bar to order it, watch it being poured, and carry it yourself. At parties, don’t drink from the punch bowls or other large, common open containers.
13. Watch out for your friends, and vice versa. If a friend seems out of it, is way too intoxicated for the amount of alcohol they’ve had, or is acting out of character, get him or her to a safe place immediately.
14. If you suspect you or a friend has been drugged, contact law enforcement. UMass Police is at 978-934-4911, or x44911. Local authorities can be reached by calling 911 in most areas of the U.S.
15. Be explicit with doctors so they can give you the correct tests (you will need a urine test and possibly others).
16. If you need to get out of an uncomfortable or scary situation here are some things that you can try:
   a. Remember that being in this situation is not your fault. You did not do anything wrong, it is the person who is making you uncomfortable that is to blame.
   b. Be true to yourself. Don't feel obligated to do anything you don't want to do. "I don't want to" is always a good enough reason. Do what feels right to you and what you are comfortable with.
   c. Have a code word with your friends or family so that if you don’t feel comfortable you can call them and communicate your discomfort without the person you are with knowing. Your friends or family can then come to get you or make up an excuse for you to leave.
   d. Tell them another reason you’re leaving. If you don’t want to hurt the person’s feelings it is better to give another reason to leave than to stay and be uncomfortable, scared, or worse. Some excuses you could use are: not feeling well, needing to be somewhere else, etc.
17. Try to think of an escape route. How would you try to get out of the room? Where are the doors? Windows? Are there people around who might be able to help you? Is there an emergency phone nearby?
18. If you and/or the other person have been drinking, you can say that you would rather wait until you both have your full judgment before doing anything you may regret later.

Adapted from these sources:
(2) Bystander intervention strategies adapted from Stanford University’s Office of Sexual Assault & Relationship Abuse.
Active Bystanders

- Active bystanders can intervene before a conflict or unacceptable behavior occurs.
- Active bystanders can address negative attitudes and beliefs to combat behavior that supports unacceptable behaviors or conflicts.
- Active bystanders are pro-social and intervene in ways that impact the outcome positively.
- Active bystanders influence their peer group and community.

Tips for Bystanders

Below is a list of some ways to be an active bystander. This could include when a person is yelling at or being physically abusive toward another and it is not safe for you to interrupt.

- Watch out for your friends and fellow students/employees. If you see someone who looks like they could be in trouble or need help, ask if they are OK.
- Confront people who seclude, hit on, try to make out with, or have sex with people who are incapacitated.
- Speak up when someone discusses plans to take sexual advantage of another person.
- Believe someone who discloses sexual assault, abusive behavior or stalking.
- Refer people to on- or off-campus resources listed in section IX of the Sexual Harassment/Title IX/VAWA Procedure (pdf) online at http://www.uml.edu/Prevent/Students/Next.aspx for support in health, counseling or with legal assistance.

Helpful Bystander Actions

- Make up an excuse to get him/her out of a potentially dangerous situation
- Let a friend or co-worker know that his or her actions may lead to serious consequences
- Never leave his/her side, despite the efforts of someone to get him/her alone or away from you
- Use a group of friends to remind someone behaving inappropriately that his or her behavior should be respectful
- Call the authorities when the situation warrants

Attitudes of Bystanders that May Allow Conduct to Continue

- “It’s not me, so it doesn’t matter.” --- What if it was you and no one helped?
- “There’s nothing I can really do anyway.” --- You can always report the situation.
- “I don’t want to be retaliated against.” --- This might be less likely than you think, especially with the University on your side.

Doing Nothing Protects the Violator and Impacts the Culture

Source: Bringing in the Bystander (Plante, Banyard, Moynihan, Eckstein)
University of Massachusetts Lowell Annual Security Report
Available at www.uml.edu/Police/Alerts-Statistics/Annual-Security-Report.aspx

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For Confidential Support:

For Students: UMass Lowell Counseling Services, University Crossing, Wellness Center, 3rd Floor
By Appointment: 978-934-4331
For an after-hour emergency, call UMass Lowell Police at 978-934-4991.

For Students: UMass Lowell Health Services, University Crossing, Wellness Center, 3rd Floor
By Appointment: 978-934-4991

For Employees: LifeScope Employee Assistance Program, 800-828-6025
www.LifeScopeEAP.com
Username: umass lowell
Password: guest

For Additional On-Campus, Regional, and National Resources

Please see www.uml.edu/Prevent/Resources/default.aspx, and


For Information or to File a Report or Complaint:

The following contacts will withhold identifying information, if requested, in instances of sexual assault or attempt to sexually assault.
For other situations, a request for confidentiality will be weighed against the need to respond to and prevent sexual harassment and sexual violence.

For possible instances of sexual violence including domestic violence, dating violence, stalking, or sexual assault, contact the UMass Lowell Police Department. Emergencies: 978-934-4911 or x44911; main number: 978-934-2398 or x42398.

For questions about the application of Title IX or to file a Title IX Complaint, contact Clara I. Orlando, J.D., Director of Equal Opportunity and Outreach & Title IX Coordinator, Wannalancit Mills, 600 Suffolk Street, Suite 301, Lowell, MA 01854, Clara_Orlando@uml.edu, 978-934-3565.


Also, for Title IX questions or complaints involving faculty, staff, vendors, contractors or any other third party, contact Equal Opportunity and Outreach, 978-934-3565, Wannalancit Mills, 600 Suffolk Street, Suite 301, Lowell, MA 01854.

Also, for Title IX questions or complaints involving students, contact:
Ann Ciaraldi, Assoc. Dean of Student Affairs, Deputy Title IX Coordinator, Ann_Ciaraldi@uml.edu, or Bo Zaryckyj, Director of Student Conduct, Bohdan_Zaryckyj@uml.edu. Both are located at University Crossing, 220 Pawtucket Street, Suite 200, Lowell, MA 01854, 978-934-2100.