

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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Requirements for All Employees

1. All employees are required, within three months but ideally one month of hire, to complete the online training, *Intersections: Anti-Harassment and Title IX – Supervisory version*. Please note that all faculty and all benefited employees are required to take this version even if not currently working in a supervisory capacity.
2. Be familiar with and follow the Equal Opportunity guidelines at www.uml.edu/HR/Equal/EO-Guidelines.aspx.

Additional Requirements for Responsible Employees

(See Definition Below)

1. Be vigilant to become aware of any potential violations of any of UMass Lowell's Equal Opportunity Guidelines at <http://www.uml.edu/HR/Equal/EO-Guidelines.aspx> and report them immediately. Failure to do so is subject to discipline up to and including termination.
 - ▶ Administrators, faculty, and staff who direct the work of others in supervisory roles are responsible for reporting possible violations of any of the Guidelines.
 - ▶ Additional employees who are designated as Responsible Employees (see Definitions section below) are also responsible for reporting possible violations of UMass Lowell's Sexual Violence, Sexual Discrimination, and Other Sexual Misconduct Guidelines.
3. Reporting responsibilities if you become aware of any potential Equal Opportunity violation as described in the Guidelines:
 - ▶ Report within 24 hours even if confidentiality or anonymity is requested.
 - For potential sexual harassment or sexual misconduct, report to the Title IX Coordinator, Clara I. Reynolds, 978-934-3565, or a Deputy Title IX Coordinator
 - For other matters, report to Equal Opportunity and Outreach, 978-934-3565
 - ▶ You must report names, date, time, and location. Do not ask for other information.
 - ▶ Confidentiality cannot be guaranteed. If the matter involves **sexual assault** (see definition below) the information you learn should also be reported to the UMass Lowell Police Department, even if confidentiality or anonymity is requested.
 - ▶ Failure to report is serious and subject to discipline.
 - ▶ Before someone reveals sensitive information:
 - Make every effort to ensure they understand that you must report the above information.
 - Provide list of support resources, including resources which are able to maintain confidentiality – see last page of this Key Information document.
 - ▶ If the individual requests confidentiality, let them know:
 - You are required to report concerns of this nature, and they cannot be kept confidential.
 - The individual may request confidentiality, which will be considered by the Director of Equal Opportunity and Outreach/Title IX Coordinator, but cannot be guaranteed.

Sexual Harassment and Sexual Violence Definitions

Coercion is the use of an unreasonable amount of pressure to engage in sexual activity. Coercion does not begin when the initiator makes an initial sexual advance. Coercion begins when the initiator continues to pressure another, through the use of psychological/emotional pressure, alcohol, drugs, threat, intimidation, or force, to engage in sexual behavior, when a reasonable person would realize that the other does not want to engage in sexual activity.

Consent is permission to engage in communication and/or a specific, mutually-agreed upon sexual activity that is given freely, actively, and knowingly, using mutually understandable and unambiguous words or actions, or—in plain language—to agree to do the same thing, at the same time, in the same way, with each other.

- Consent cannot be inferred by silence, passivity, or not resisting;
- Consent cannot be implied by a current or previous dating or sexual relationship;
- Consent to one form of sexual activity does not imply consent to other forms of sexual activity;
- Consent is not indefinite; it is revocable and may be withdrawn at any time, using words or actions such that a reasonable person would understand a lack of continued consent;
- Consent cannot be given by person who is
 - Asleep;
 - Incapacitated by drugs or alcohol;
 - Unconscious;
 - Mentally or physically incapacitated; or
 - Under duress, intimidation, threat, coercion, or force.
- Consent cannot be given by a person under the age of 16.
- 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 conduct to deny such consent.

Confidential Employee is an employee who, because of his/her position, may not reveal an individual's identity or other information without permission, even to the Title IX Coordinator(s).

The following categories of employees are confidential employees:

- Licensed sexual assault counselors, psychologists, psychotherapists, social workers, clergy, and attorneys, and those persons working under the supervision of such individuals, when acting in their professional role providing services to a patient or client;
- University employees bound by statutory privilege obligations under Massachusetts law; and
- University employees providing administrative, operational and/or related support for a confidential employee in the performance of such services.

Dating Violence is abusive behavior (including, but not limited to, physical, emotional, and/or sexual acts or conduct) committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. The existence of such a relationship will be determined by factors such as the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved.

Domestic Violence is any abusive behavior (including, but not limited to, physical, emotional, and/or sexual acts or conduct) committed:

- against a person who is a current or former spouse;
- against a person with whom the abuser shares a child in common;
- against a person who is or has cohabitated with the abuser as a spouse;

- against a person similarly situated to a spouse;
- between a parent and child;
- between members of the same household in an intimate relationship; or
- against any other person similarly situated.

“The Guidelines:” The University of Massachusetts Lowell Guidelines for Sexual Harassment, Sexual Discrimination and Other Sexual Misconduct. This statement describes UMass Lowell’s application of the University of Massachusetts’ policy against sexual harassment and sexual violence. The Guidelines are available at www.uml.edu/equal or in alternate formats upon request, and are incorporated into this procedure by reference.

Incapacitation is the physical and/or mental inability, whether temporary or permanent, of an individual to make rational, reasonable decisions or judgments regarding one’s well-being or welfare. States of incapacitation include, but are not limited to, unconsciousness, sleep, and blackouts. Incapacitation may result from the voluntary or involuntary consumption of alcohol and/or other drugs. Where alcohol or other substances are involved, incapacitation is determined by how the substance impacts a person’s decision-making capacity, awareness of consequences, and ability to make informed judgments. For purposes of this policy a person is not incapacitated merely because the person has been drinking or using drugs. The question of incapacitation is determined on a case-by-case basis using both objective and subjective standards. In evaluating whether a person was incapacitated for purposes of evaluating effective consent, the University will consider: (1) whether the person initiating the sexual activity knew that their partner was incapacitated; and if not (2) whether a reasonable person in the same situation would have known that their partner was incapacitated; and (3) whether the person initiating the sexual activity played a role in creating the circumstances of incapacity.

Privacy Employee is an employee designated by the University as a “Privacy Employee.” These individuals have privacy responsibilities that supersede their obligations under Title IX. These employees should not disclose a client or patient’s confidence, even to the Title IX Coordinator(s). These individuals include: licensed treating physicians (and those persons working under the supervision of these individuals) when acting in their professional role in the provision of services to a patient who is a University student or employee and any University employee providing administrative, operational and/or related support for such treating physician in their performance of such services.

Non-Consensual Sexual Intercourse (Rape) is any penetration of any orifice, no matter how slight, by any object, including any body part without consent. This may be committed by force, threat, intimidation, coercion, or through exploitation of another’s mental or physical condition (such as incapacitation) of which the responding party knew or reasonably should have known.

Non-Consensual Sexual Contact (Fondling): any intentional sexual touching, however slight, with any object, by a person upon another person, without consent. Sexual contact includes:

- Intentional contact with the breasts, buttock, groin, or genitals, or touching another with any of these body parts, or making another touch you or themselves with or on any of these body parts;
- OR Any other intentional bodily contact of a sexual manner

Responsible Employee is an employee (a) who, because of his/her position, must report known or possible incidents of sexual violence or any other sexual misconduct by students or employees, including the known details of the incident and the name(s) of alleged victim(s) and respondent(s), to the Title IX Coordinator(s) or other appropriate school designee; or (b) who has the authority to take

action to redress sexual harassment/misconduct; or (c) whom a student reasonably believes has this authority or duty. Campus police officers are Responsible Employees; but, see exception for public safety personnel. UMass Lowell's Responsible Employees include the following categories of employees:

- Administrators
- All faculty
- Staff who direct the work of others in supervisory roles
- Campus police officers (but, see exception noted below)
- Resident assistants
- Student Affairs staff (including student employees)
- Coaches in the Division of Athletics
- Teaching Assistants and Research Assistants
- Academic Program Coordinators
- Advisors of student clubs
- Supervisors of summer programs
- Study-abroad program chaperones

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

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

Sexual Assault is broadly defined as any sexual activity that is forced, coerced, or unwanted.

Sexual Exploitation is taking sexual advantage of another person without their consent. Sexual exploitation includes, without limitation, causing or attempting to cause the incapacitation of another person in order to gain a sexual advantage over such other person; causing the prostitution of another person; recording, photographing or transmitting identifiable images of private sexual activity and/or the intimate parts of another person; allowing third parties to observe private sexual acts; and engaging in voyeurism.

Sexual Harassment is unwelcome conduct of a sexual nature when:

- (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, education, or participation in University programs or activities; or
- (ii) submission to or rejection of such conduct by a person or persons is used as a basis for employment or educational decisions affecting such person or persons, or participation in University programs or activities; or
- (iii) such conduct unreasonably interferes with a person or person's work or academic performance; interferes with or limits a person or person's ability to participate in or benefit from a work or academic program or activity; or creates an intimidating, hostile, or offensive working or academic environment.

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:
 - Sexual emails;
 - Sexting, or sexual messages or images posted on social media, for example, texts, instant messages, Facebook posts, Tweets, Snapchat, Instagram, blog entries;
 - Physical contact such as patting, pinching, or purposely rubbing up against another's body;
 - Unwelcome sexual advances -- whether they involve physical touching or not;
 - Sexual "kidding," epithets, jokes, written or verbal references to sexual conduct, gossip regarding one's sex life; comment on a person's body, comment about a person's sexual activity, deficiencies, or prowess;
 - Displaying sexually suggestive objects, pictures, cartoons;
 - Unwelcome leering, whistling, brushing against the body, sexual gestures, suggestive or insulting comments;
 - Inquiries into one's sexual experiences; and,
 - Discussion of one's sexual activities.

Not all unwelcome sexual behavior is considered prohibited sexual harassment. For example, a mere utterance of a gender-based epithet which creates offensive feelings in an employee or student may be inappropriate, but it would not normally affect the terms or conditions of their employment or education.

Sexual violence is any physical sexual act or activity engaged in without the consent of the other individual, including when the other individual is unable to consent to the act or activity (See also, definition for **Consent**).

Stalking is any course of conduct (more than one act) directed at a specific person (directly, indirectly, through a third party or other means) that places that person in reasonable fear for their safety or the safety of others.

Undesignated Employee is an employee who is not designated as a Responsible Employee, a Confidential Employee, or a Privacy Employee. Undesignated employees are encouraged to practice bystander awareness and to report any incidents of abuse or sexual misconduct to the Title IX coordinator(s).

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.
- To help maintain the privacy of the persons involved, and the integrity of the University's review, only report the information to the Police Department and/or the Title IX Coordinator or a Deputy Coordinator.¹
- 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.
- If you become aware of such information it is recommended that you not disclose it to others.¹ Also, the UMass Lowell administration, its employees and students must continue to treat both parties and the witnesses with respect.

¹ Sharing information for the purpose of protecting your rights is not prohibited. This guidance does not limit union rights. The University shares information on a need-to-know basis. The legitimate business purposes of sharing information only on a need-to-know basis include but are not limited to: maintaining the integrity of the inquiry process so that accounts are not changed, helping to protect witnesses, and helping to protect evidence from being destroyed.

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.

SIGNS THAT YOU’RE IN AN ABUSIVE RELATIONSHIP	
Your Inner Thoughts and Feelings	Your Partner’s Belittling Behavior
Do you: feel afraid of your partner much of the time?	Does your partner: humiliate or yell at you?
avoid certain topics out of fear of angering your partner?	criticize you and put you down?
feel that you can’t do anything right for your partner?	treat you so badly that you’re embarrassed for your friends or family to see?
believe that you deserve to be hurt or mistreated?	ignore or put down your opinions or accomplishments?
wonder if you’re the one who is crazy?	blame you for their own abusive behavior?
feel emotionally numb or helpless?	see you as property or a sex object, rather than as a person?
Your Partner’s Violent Behavior or Threats	Your Partner’s Controlling Behavior
Does your partner: have a bad and unpredictable temper?	Does your partner: act excessively jealous and possessive?
hurt you, or threaten to hurt or kill you?	control where you go or what you do?
threaten to take your children away or harm them?	keep you from seeing your friends or family?
threaten to commit suicide if you leave?	limit your access to money, the phone, or the car?
force you to have sex?	limit your access to money, the phone, or the car?
destroy your belongings?	constantly check up on you?

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 cash 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 them 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:

- (1) Burn, S.M. (2009). A situational model of sexual assault prevention through bystander intervention. *Sex Roles*, 60, 779-792.
- (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 at uml.edu/Prevent

Helpful Bystander Actions

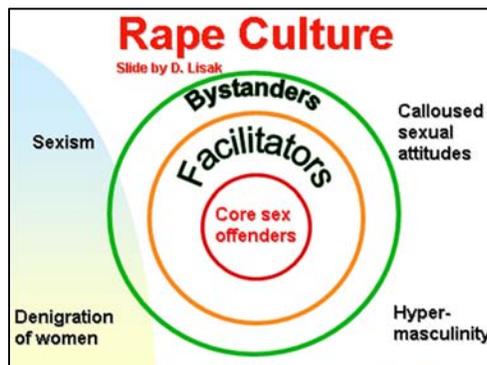
- Make up an excuse to get them out of a potentially dangerous situation
- Let a friend or co-worker know that their actions may lead to serious consequences
- Never leave his/her side, despite the efforts of someone to get them alone or away from you
- Use a group of friends to remind someone behaving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

If you or someone else is in immediate danger, dial x44911 or 978-934-4911.

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

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[Date]

Contact Information

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: GuidanceResources Employee Assistance Program, 844-393-4983

<https://www.guidanceresources.com/groWeb/login/login.xhtml>

Employer ID: UMASS

For Additional On-Campus, Regional, and National Resources

Please see www.uml.edu/Prevent/Resources/

For Information or to File a Report or Complaint:

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. Reynolds, J.D., Director of Equal Opportunity and Outreach & Title IX Coordinator, Wannalancit Mills, 600 Suffolk Street, Suite 301, Lowell, MA 01854, Clara_Reynolds@uml.edu, 978-934-3565.

Or contact the Office of Civil Rights, Boston Office, U.S. Department of Education, 33 Arch Street, Suite 900, Boston, MA 02110-1491, 617-289-0111, TDD: 877-521-2172.

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, other Deputy Title IX Coordinators: Ann Ciaraldi, Assoc. Dean of Student Affairs, Ann_Ciaraldi@uml.edu; 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; or Sandra_Niedergall@uml.edu, Senior Associate Athletic Director/SWA, Costello Athletic Center, One University Avenue, Lowell, MA 01854, 978-934-6805