



Community Standards

2022-2023



Table of Contents

Message from President of MCLA, James F. Birge, Ph.D.	4
MCLA Mission and Values Statement.....	5
Division of Student Affairs Mission.....	6
Message from the Dean of Students, Heather Quire.....	7
Student Membership in the Massachusetts College of Liberal Arts Community.....	8
Introduction	8
Students Right to Know.....	9
Community Standards: Core Values	10
Community Standards (College Policies).....	11
Respect: MCLA students show positive regard for each other, for property and for the overall community. [CV1].....	11
Responsibility: MCLA students are given and accept a high level of responsibility to self, to others and to the community. [CV2].....	13
Ethics and Accountability: MCLA students will individually hold themselves accountable for their actions, both positive and negative, and inspire others to abide by the College Community Standards. [CV3].....	16
Community: MCLA students build and enhance their community through positive interaction. [CV4].....	17
Integrity: MCLA students exemplify honesty, honor and a respect for the truth in all of their dealings. [CV5]	19
Social Inclusion: MCLA students are just and equitable in their treatment of all members of the community and act to discourage and/or intervene to prevent unjust and inequitable behaviors. [CV6]	20
The Student Conduct Program.....	21
MCLA Student Conduct Program Mission.....	21
MCLA Student Conduct Program Goals.....	21
MCLA Student Conduct Program Outcomes	21
MCLA Student Conduct Program Philosophy and Principles of Community.....	21
MCLA Student Conduct Program Authority and Responsibility	21
Off Campus Conduct Statement	22
Statement of Non-Discrimination	22
Student Conduct Program Student’s Rights and Responsibilities.....	23
Grievance Policy.....	23
Statement of Evidentiary Standard of Responsibility	24
Conduct Review Process.....	24
Types of Case Resolution.....	25
Steps in the Conduct Review Process.....	25
Additional Conduct Review Process Guidelines.....	27
Outcomes/Educational Outcomes.....	28
Types of Outcomes:.....	28
Disclosure of Outcomes/Conduct Verification	31
Community Standards – Addendum Section	32
Addendum #1: Additional Alcohol and Drug information and Resources.....	32
Addendum #2: Medical Amnesty / Good Samaritan	35
Addendum #3 Discrimination.....	37
Addendum #4 Title IX Policy from the Massachusetts State University EO, Diversity & Affirmative Action Plan.....	41

MCLA Community policies, as stated in this Community Standards, are subject to change. The College may amend policies and procedures at any time, giving the community reasonable notice of the changes to students via the MCLA email address and posted on the mcla.edu website. For the most recent and accurate Community Standards, please refer to the MCLA website where any changes will be updated. The Community Standards is published annually by the Dean of Students, Division of Student Affairs at Massachusetts College of Liberal Arts.

Message from President of MCLA, James F. Birge, Ph.D.



Dear Students:

I would like to welcome all our new students to MCLA and to welcome back all our returning students!

As you begin this next phase of your academic journey you will be engaged, challenged, and presented with countless opportunities to expand and grow – in classrooms, in science and computer labs, on athletic fields and courts, on stage and in the studio, and working and learning in the community.

MCLA is a close-knit community with a low student-faculty ratio, where you will be supported in all facets of your life here. We encourage you to become active members of the MCLA community as well as the Northern Berkshire community. Faculty and staff are deeply invested in your success and well-being, and they are committed to preserving MCLA's environment of excellence in teaching and learning while working with you to ensure a rewarding college experience. The powerful experiences you have at MCLA will provide a foundation for the opportunities and challenges that await you after graduation.

This Community Standards will be an important resource for you throughout the year. It includes information about MCLA policies and procedures, details on co-curricular activities, and contact information for members of the MCLA community who can address your questions and concerns. Questions are always welcome — we want to ensure you have the information to make your experience at MCLA successful.

I wish you all the very best during this academic year.

A handwritten signature in cursive script that reads "James F. Birge".

James F. Birge, Ph.D.
President

MCLA Mission and Values Statement

Massachusetts College of Liberal Arts (MCLA) is the Commonwealth's public liberal arts college and a campus of the Massachusetts state university system. MCLA promotes excellence in learning and teaching, innovative scholarship, intellectual creativity, public service, applied knowledge, and active and responsible citizenship. MCLA prepares its graduates to be practical problem solvers and engaged, resilient global citizens.

Our Values

Our mission guides the strategic goals that advance MCLA: Excellence in Teaching and Learning; Supportive and Inclusive Community; Responsive and Intentional Stewardship; and Public Purpose and Engagement. These goals reflect the interplay of the shared values that shape our commitment to students, faculty, staff, and our community:

Access: We believe a high-quality liberal arts education should be available and affordable to all who aspire to it and are prepared for its challenges. MCLA is committed to providing this opportunity.

Discovery and Understanding: We understand intellectual disciplines and specific courses of study interact dynamically in academic and co-curricular experiences. We believe in strengthening student, faculty, and community interaction through engaging coursework, shared research, and service.

Critical Thinking: Through MCLA's role as leader, convener, and partner, we cultivate critical thinking and analysis in our learning and teaching. We promote a spirit of informed, critical, and open-ended inquiry. Our community members demonstrate consideration, deliberation, and planning in addressing challenges and opportunities in our society.

Global Awareness: We know that a liberal arts education affords students an appreciation of the wider world, both as a subject of intellectual discovery and through engagement with our society. We work to create and sustain the breadth of curriculum, experiences, and opportunities that lead us all to understand our active roles as knowledgeable global citizens.

Inclusive Community: MCLA is committed to creating a campus climate and culture of mutual respect that represents and honors diversity in our society. We celebrate this diversity and affirm the dignity and worth of all people. We intentionally integrate topics of social, cultural, and physical diversity in the curricular, co-curricular, and work life of our community.

Innovation, Experimentation and Creativity: We promote creativity and inquiry, and the role of a liberal arts institution to provide students with the freedom and means to explore ideas and take intellectual and creative risks.

Leadership: We believe that leadership is a shared responsibility, and encourage all members of the MCLA community to develop their affinity for leadership through formal coursework, professional development, co-curricular training, and practical application. We cultivate leadership opportunities and development programs to further these goals.

Lifelong Learning: We empower learners to develop habits of learning that have integrity and engender respect for tradition. We deploy 21st century tools for learning in our academic and co-curricular programs that prepare students to be informed, engaged, and capable learners.

Practicality and Application: We believe that the disciplines of arts, sciences, and professional studies empower individuals with broad knowledge and transferable skills, and a strong sense of values and ethics. In its programs and initiatives MCLA forges the connection among academic study, experiential learning, civic engagement, and future success.

Stewardship: We manage our resources responsibly and sustainably, and offer a variety of educational, cultural, and recreational experiences for the campus and local communities. We provide unique resources for the greater Berkshire region. We encourage a spirit of service among students, faculty, staff, alumni, and trustees, and to serve as stewards of the future.

Division of Student Affairs Mission

Mission: Setting students up for success.

Vision: Working in partnership with all members of the MCLA community to promote excellence in learning and teaching, prepare the next generation of global citizens, and contribute to a vibrant community.

Values: Equity, Collegiality, Student Centeredness

Departments/Offices in Student Affairs

- Athletics
- Residence Life & Housing
- Public Safety/ Campus Police
- Wellness Education
- Counseling Services
- Health Services
- Civic & Community Engagement
- Student Activities
- New Student Transition
- Title IX and Equal Opportunity for Students
- Student Conduct Program

Message from the Dean of Students, Heather Quire



Dear MCLA Community,

Welcome to the 2022-2023 Academic Year! It is an exciting time to be a MCLA Trailblazer!

College is a fulfilling and rewarding experience and is a time to learn all sorts of new things. Learning occurs in the classroom as you prepare yourself to become an accomplished professional in your field of study. In addition, personal learning and growth occurs as a direct result of your active engagement and experiences in the College community.

Last year, I created the Community Standards that focuses on the MCLA Community and building community through 6 Core Values. All policies will fall within one of the 6 Core Values:

- Respect
- Responsibility
- Ethics and Accountability
- Community
- Integrity
- Social Inclusion

Each member of the MCLA Community bears responsibility for their own choices and behaviors along with assuming reasonable responsibility for the behavior of others. This is what being a part of a community is about. As part of the MCLA Community it is important that you take ownership and have pride in being a Trailblazer.

Student Affairs is focused on building a safe, healthy, inclusive, and engaging living-learning environment throughout our campus. As a member of the MCLA Community, you are responsible for reading, understanding, and abiding by the Community Standards. It is to be noted that there are numerous policy changes and edits. It is important for all students to read this document in full. You cannot rely on previous policy knowledge for this year moving forward.

I encourage each member of our community to recognize the obligation to act, and encourage others to act, with honor and respect. The Community Standards exists to promote an atmosphere in which each individual makes their own decisions, develops a respectful regard for the community, and achieves a sense of integrity in all aspects of one's life. In many respects, the Community Standards will help set a precedent for you to build your character beyond these few short years attending Massachusetts College of Liberal Arts.

As you navigate your own journey to success which may include playing a sport, joining a student organization, participating in numerous events, and/or doing research with a professor, please know you have a committed group of faculty and staff behind you, ready and willing to support you this academic year.

I wish you great personal and academic success!

Kindly,

Heather Quire M.S.Ed.
Dean of Students

Student Membership in the Massachusetts College of Liberal Arts Community

When a person becomes a student at MCLA, that person voluntarily assumes membership into a special community. A student is any person enrolled in credit bearing courses or experiences. The College, therefore, claims students at MCLA, while retaining all of their rights as United States citizens or residents, are also acquiring special rights and responsibilities in exchange for the benefits gained by becoming members of our community. MCLA is obliged to do our best to provide students with an environment that supports learning and to protect the rights of all the members of our community. To achieve these ends, MCLA is expected to bring together people and resources who will foster learning and growth and to establish and support reasonable rules and fair procedures for the governance of the community. Students, on the other hand, are expected to:

- be active participants in the learning opportunities that exist at the College including the governance system of the school;
- become familiar with and abide by the rules and regulations of the community; and
- treat themselves and all other persons with respect.

Students will also find that the MCLA community is defined, in part, by our physical borders and the fact that we are a State controlled institution primarily located on State land. This means some of the rules governing student behavior in our community include certain Federal and State laws as well as policies adopted by the Department of Higher Education, the MCLA Board of Trustees, and the administration of the College. Students may change these standards governing their behaviors by becoming active citizens at all levels of College governance, particularly in the Student Government Association (SGA) and College Committees. MCLA urges each student to take the time to read this important material and contact the Student Affairs Division Office if any questions arise about the meaning of any of this information.

Introduction

The MCLA Community Standards (formerly known as the Student Handbook) provides students with information on many facets of college life such as policies and procedures, community resources, organizations, and services. This document is written for every student enrolled in one or more classes at MCLA. Each year, the College produces a new or revised Community Standards document to serve as an up-to-date reference for students.

Since a major portion of the Community Standards highlights the rules and regulations governing the standards of the College community, students are responsible for familiarizing themselves thoroughly with the contents of this publication. It is our belief that the information in the Community Standards, if read and utilized, will enhance the experiences available to students of the College.

No claim is made that this document covers all rules and regulations now in effect at MCLA. Students are referred to the MCLA Catalog, Residence Life & Housing publications, and other department policy documents for further information. Due to limitations of space, many State and Federal laws as well as some College policies and procedures are only referenced. Students are, therefore, encouraged to ask questions of appropriate offices.

Important for students to know, the Student Affairs Division Office serves to ensure and protect all enrolled students' right to participate in college life, in a community which respects each student's dignity, safety, and basic human rights. Any student who believes these rights have been denied or the atmosphere has been compromised by the actions of a particular student or MCLA employee is encouraged to discuss such concerns with the Student Affairs Division Office or any Student Affairs staff member.

As a supplement to the information provided in the Community Standards, the Student Affairs Division Office assists students who are unsure where to go for general assistance and/or answers to questions. When in doubt about where to go for help, students are encouraged to start with the Student Affairs Division Office.

Students Right to Know

The following information, while not included in this Community Standards, is available to current and prospective students from the listed sources and locations.

DISCLOSURE	SOURCE	LOCATION
General institutional information regarding the College	Information for Current Students Current Course Catalog College Academic Policies Office of Student Records Student Resources	Multiple Offices across campus
Athletic program participation rates and financial support data	Athletic Department	Amsler Campus Center Athletics Hallway
Campus policy governing use of alcohol and other drugs	State & Federal Laws and Sanctions Concerning Drugs & Alcohol Community Standards: Alcohol and Drug Policy pages 13-14 & Addendum #1 herein	Additional Information -contact Public Safety/ Campus Police 277 Ashland St. Dean of Students Office Amsler Campus Center Room 306
Medical Amnesty & Good Samaritan Policy	Community Standards: Alcohol and Drug Policy page 14 & Addendum #2 herein	Dean of Students Office Amsler Campus Center Room 306
Campus security report Statistics of criminal offenses for the three most recent calendar years concerning the occurrence crime involving students	Campus Security Report Current Clery Report	Public Safety Department 277 Ashland Street
EO Plan & Title IX Policy and Process	Title IX Coordinator University System EO Plan Community Standards: Addendum #3 & Addendum #4 herein	Patrick Connelly Dean of Title IX, Equal Opportunity, and Student Wellness
Disability Resources Information on services and accommodations available to students who may need accommodations.	Disability Resources	Mark Hopkins Hall Room 102
MCLA Financial Aid information Various sources of financial aid	Financial Aid Resources	Student Financial Services Eldridge Hall 413-662-5219
Privacy practices under HIPAA	Confidentiality under HIPAA	Mountain One Wellness Center Health Services
Rights under the Family Education Rights and Privacy Act Right to inspect and review student's education records	FERPA	Registrar's Office Eldridge Hall
City of North Adams Rules & Regulations	City of North Adams Rules & Regulations	MASS.Gov
Voter registration Voter registration forms must be made available to all students	MA Voter Registration Form Any State Voter Registration Forms	Studentvote.org or US Election Assistance Commission

Community Standards: Core Values

- **Respect:** MCLA students show positive regard for each other, for property and for the overall community. [CV1]
- **Responsibility:** MCLA students are given and accept a high level of responsibility to self, to others and to the community. [CV2]
- **Ethics and Accountability:** MCLA students will individually hold themselves accountable for their actions, both positive and negative, and inspire others to abide by the College Community Standards. [CV3]
- **Community:** MCLA students build and enhance their community through positive interaction. [CV4]
- **Integrity:** MCLA students exemplify honesty, honor and a respect for the truth in all of their dealings. [CV5]
- **Social Inclusion:** MCLA students are just and equitable in their treatment of all members of the community and act to discourage and/or intervene to prevent unjust and inequitable behaviors. [CV6]

Massachusetts College of Liberal Arts reserves the right to make changes to the Community Standards as necessary, and once those changes are posted, they are in effect. MCLA students, groups and organizations are responsible for knowing the information, policies and procedures outlined in this document.

Massachusetts College of Liberal Arts considers the behavior described in the following sub-sections as inappropriate for the MCLA community. These Community Standards apply to all students, groups, and organizations. MCLA encourages community members to report to Massachusetts College of Liberal Arts officials all incidents that involve the following actions. Any student, group, or organization who allegedly violates any of the Community Standards is subject to the Conduct Review Process outlined herein.



Community Standards (College Policies)

Respect: MCLA students show positive regard for each other, for property and for the overall community.
[CV1]

Creating a Disturbance – A willful interruption or disturbance of the day-to-day operations of the academic or administrative business of the College. [CV1.1]

Disorderly Conduct – Disorderly conduct is contrary to the mission of the university and will be addressed through the disciplinary process. Disorderly conduct is defined as: [CV1.2]

- any unreasonable or reckless conduct by an individual or student group that is inherently or potentially unsafe to other persons or their real or personal property; and/or
- any behavior by an individual or student group that disrupts the peace or interferes with the normal operation of the College or College-sponsored activities.

Disorderly conduct includes, but is not limited to: reckless driving; interrupting or interfering with the carrying out of the duties of a College or public official, including law enforcement; vomiting and/or urinating in public; and, indecent exposure.

Disturbing Behavior – Students are considered to be acting in a disruptive fashion and against Community Standards whenever they shall make a disturbance or threat of violence which is sufficient to disrupt the normal and reasonable use of the buildings or property, owned or controlled by the College or elsewhere (even off campus). Engaging with others in, or inciting others to engage in, harmful or destructive behavior, in the context of a group of persons disturbing the peace. Any action that might lead to intentionally or recklessly harming or endangering the physical safety or property of others. [CV1.3]

- **Dangerous Practices** - Participating in any behavior that is deemed by a College official to be disruptive to community living or personal safety is prohibited. This may include a variety of “acting out” behaviors and includes assault or physical harm [CV1.3.1].
- **Reckless Behavior** – Endangering the safety of persons (self or other) or property. [CV1.3.2]

Interpersonal Misconduct: No student shall assault, threaten, harass, stalk, haze or otherwise physically or psychologically abuse any other person or themselves, on or off campus, including a College or city official acting in the line of duty. This shall include but not be limited to: [CV1.4]

- **Physical Assault** - Unwanted forceful physical contact with another person that either intentionally, recklessly, or negligently causes injury is prohibited. For purposes of this Community Standard, injury is sustained when a person suffers pain, no matter how slight. [CV1.4.1]
- **Intimidation, threat, or harassment:** Conduct less than a physical attack or physical action which interferes with a person in the conduct of their customary or usual affairs, or conduct which is sufficiently severe or pervasive to unreasonably interfere with an individual's work or academic performance, or creates an intimidating, hostile, or offensive working or academic environment. A single, unusually severe incident may constitute intimidation, threats, or bullying. Any pattern of unwelcome conduct directed specifically at another person that threatens or endangers the physical or mental safety or property of that person or creates a reasonable fear or intimidation of such a threat or action. [CV1.4.2]
- **Intrusion of Privacy:** Intrusion of Privacy is photographing, videotaping, filming, digitally recording, or by any other means secretly viewing, with or without a device, another person without that person's consent in any location where the person has a reasonable expectation of privacy, or in a manner that violates a reasonable expectation of privacy. Unauthorized storing, sharing, and/or distribution is also prohibited. This does not apply to lawful security or surveillance filming or recording that is authorized by law enforcement or authorized university officials. These provisions may not be utilized to impinge upon the lawful exercise of constitutionally protected rights of freedom of speech or assembly. [CV1.4.3]
- **Retaliation** – Any form of action, adverse treatment, or threat of action or adverse treatment against any individual for reporting, providing information, exercising one's rights or responsibilities under the Student Conduct Program, or otherwise being involved in the process of responding to, investigating, or addressing allegations of violations of the Community Standards. All forms of retaliation are serious violations and any individual or group found retaliating against another individual or group will face stringent disciplinary action. [CV1.4.4]

Destruction of Property/Vandalism - Damaging, destroying, or misusing College buildings, grounds, equipment, educational materials, or the personal belongings of others is prohibited. Students are responsible for the proper utilization and preservation of all College furnishings, equipment, grounds, vehicles, services, and facilities. Prior to use, approval is necessary for use of vehicles, facilities, and some equipment. Damages caused by students to College owned or operated property will provide the College with the basis for a claim against the responsible student(s) for the repair/replacement of the damaged item(s) and any associated costs incurred. [CV1.5]

- Students shall be held liable via the conduct review process, billing, or both for intentionally or recklessly destroying or damaging College property or the property of others on College premises or at College-sponsored events. This includes all forms of vandalism and graffiti.



Responsibility: MCLA students are given and accept a high level of responsibility to self, to others and to the community. [CV2]

Conditions of Enrollment - Even though a person is eligible to be admitted to the College community, there are certain conditions all people must meet in order to be enrolled in MCLA and function as a member of the community. Failure to meet and maintain these conditions may result in a hold against future registration and/or termination of a student's current enrollment and/or presence on Campus. If a student's enrollment is terminated for failure to fulfill conditions of enrollment, the student may not be on Campus or use Campus resources without the expressed permission of the Student Affairs Division Office. In addition, the student will not be eligible for refund of any portion of the expenses listed by Student Accounts. [CV2.1]

Accuracy of College Records – Students are expected to provide accurate and complete information on all College forms and documents, including applications for admission, financial aid, references, health and immunization reports, local and home addresses, and other types of records. [CV2.1.1]

Class Attendance -Students are expected to attend classes. Should a student fail to attend all of the student's classes for a period of a week or more, without approval from the student's faculty, and should a student be failing all of the student's courses and it can be confirmed there is no way for the student to make up the work in the student's courses, MCLA reserves the right to take steps to terminate that student's enrollment. This action would result in residence contract termination as well. [Click [here](#) for the Academic Policies] [CV2.1.2]

Communications with the College – Students are expected to regularly pick up their mail at the Campus mailroom, check their Campus voice mail, and check their MCLA e-mail account. [CV2.1.3]

Completion of Registration – Each semester students are required to complete their registration with the College before they are recognized as students of the school. [CV2.1.4]

Conditions Established as Part of Disciplinary Outcomes – All students are expected to fulfill conditions established as part of disciplinary outcomes. Students who fail to fulfill these conditions may be subject to additional disciplinary action including, but not limited to a hold on the student's account and/or the student's enrollment may be terminated. Residence Area contracts may also be terminated. [CV2.1.5]

Financial Obligations – Students shall be held responsible for all financial obligations they incur with the College. Failure to comply with this policy, without prior permission being granted, could result in loss of Campus housing and/or Campus parking as well as a hold placed against the release of grades, diploma or transcript of a student with such outstanding obligations. [CV2.1.6]

Health and Immunization Records – State law requires all students to provide complete and accurate immunization records in order to be enrolled in any college or university. Health Services is primarily responsible for monitoring the compliance of each student concerning this particular legal requirement. If a person should fail to comply with this requirement, the College may either prevent the student from completing the student's registration or remove the student from the enrollment rosters of the school. [CV2.1.7]

Health Insurance – State law requires each full-time student to possess a minimum level of health insurance during the student's time of enrollment. Such insurance may be provided by either an insurance carrier chosen by the student, inclusion on a parent's plan, or by the student enrolling in the program adopted by the State University System. Health Services provides students with the information about this program. The law also requires the College to terminate the enrollment of any student who fails to provide proof of proper insurance coverage. [CV2.1.8]

Completion of student compliance expectations – Students need to complete all required MCLA compliance expectations related to being a MCLA Student. This includes but is not limited to Being a Trailblazer Canvas Course, Title IX/EO Opportunity Awareness, Alcohol & Drug Awareness, Bystander Awareness, and Hazing Awareness. [CV2.1.9]

Alcohol Beverages - The College intends for its students to abide by State laws prohibiting those persons under the age of 21 from possessing, purchasing or transporting alcoholic beverages. Students are expected to become familiar, where relevant, with policies/regulations established by such offices as Residence Life & Housing and Public Safety before becoming involved in any event where alcoholic beverages are to be present. Behaviors resulting in violations of community standards as a result of improper use of alcohol will not be excused or mitigated. [CV2.2]

- **Underage Alcohol Misconduct** – No person under 21 years of age may possess, use, be under the influence, transport, or be in the presence of alcohol, except as permitted by law or campus policies. [CV2.2.1]
- **Regardless of Age** - Those students who are of legal drinking age may possess alcoholic beverages in specific residence areas and at certain times and places on Campus such as specifically designated social events. Students of legal age who choose to possess and use alcohol must do so responsibly. Students who are 21 years of age may not consume, possess or otherwise use alcohol when a minor is present. Conversely, minors may not be present

when/where there is alcohol present unless specifically approved. This standard applies both on and off Campus. [CV2.2.2]

- **Alcohol Dispensing Container** - At no time are students allowed to possess on Campus (regardless of content) kegs, half kegs or similar “common” containers of beer such as “beer balls” and/or alcohol abuse apparatus such as funnels, beer pong or Beirut set ups this includes any rapid consumption apparatus. [CV2.2.3]
- **Distribution or Sale of Alcohol** – The manufacture, distribution, dispensing or sale of, or the attempted manufacture, distribution, or dispensing of alcohol, in all forms, except as expressly permitted by law. Facilitating access to alcohol to any person under 21 years of age is also prohibited. [CV2.2.4]

Drugs/Narcotics/Controlled Substances - The manufacture, distribution, dispensing, possession, use, or sale of or the attempted manufacture, distribution, dispensing, or sale of controlled substances identified in federal/state law or regulation. This includes misuse, sale, or distribution of prescription or over the counter medication. The possession, use, distribution or sale of narcotics, hallucinogens or other dangerous and/or illegal drugs is prohibited. [CV2.3]

- **Possession of Drug-related Paraphernalia** - The possession or sale of drug related paraphernalia is prohibited. Objects used, primarily intended for in ingesting inhaling, or otherwise introducing controlled substances/drugs into the human body. Any equipment, product, or material that is utilized for making, using, modifying, or concealing drugs including, but not limited to, roach clips, pipes, bongs, dabs/oils, water-pipes, cocaine spoons, hypodermic needles, rolling papers, scales, grinders, hookahs, or any item containing drug residue is prohibited. [CV2.3.1]
- **Self-Safety** – Being unable to exercise care for one’s own safety because one is under the influence of alcohol, drugs, and/or mind-altering substance(s). [CV2.3.2]

Although [Massachusetts law](#) permits the use of medical/recreational marijuana ([21 and older](#)); federal laws prohibit the use, possession, and/or cultivation of marijuana at educational institutions. **Federal laws also require any institution of higher education that receives federal funding to have policies prohibiting the possession and use of marijuana on campus.** The use, possession, or cultivation of marijuana for medical and/or recreational purposes is therefore not allowed on College property.

Medical Amnesty & Good Samaritan Policy - Community health and well-being are paramount to a vibrant college experience. If a member of the MCLA community is experiencing a medical emergency or crisis, we expect others to call trained professionals for help, to stay with the person who needs help, and to cooperate with the responding officials. The College understands the hesitation to call for help if there is fear that the callers or the person who needs assistance might face consequences due to the circumstances of the emergency (e.g., underage drinking, or the overconsumption of cannabis edibles). However, barring exceptional circumstances as determined by the Dean of Students, Dean for Title IX, Equal Opportunity, and Student Wellness or their designee (e.g., assaults, hazing, use of weapons, harassment, etc.), the College will apply amnesty to those who need assistance and those who ask for that assistance.

Amnesty allows students involved in potential violations of the Community Standards to engage in an adaptable conflict resolution process without that potential violation impacting their student disciplinary record. The goal of an amnesty-based resolution is to ensure wellness, to understand the circumstances that caused the concern, and to find the appropriate educational opportunity to increase future success. [CV2.4] [*To review the Full Medical Amnesty & Good Samaritan Policy, please see Addendum #2.*]

Tobacco Free MCLA - MCLA is a tobacco-free campus. Smoking and other tobacco use is prohibited on all property owned or operated by MCLA. This consists of all buildings, all grounds, including exterior open spaces, parking lots, on-campus sidewalks, roadways and driveways, recreational spaces and practice facilities; and in all College owned property. [CV2.5]

ID Cards – Students must have in their possession at all times a valid student identification card and are required to identify themselves upon the request of any staff member. These cards and their use are not transferable. [CV2.6]

Keys – Unauthorized possession or use of keys for College buildings, facilities, vehicles, and/or equipment is prohibited. Likewise, no key belonging to the College may be reproduced or loaned to any other person without specific written permission from the Department of Public Safety/Campus Police. [CV2.7]

Violation of Motor Vehicle/Parking Regulation(s)– The registered owner of the vehicle is responsible for all citations issued to the vehicle, regardless of whether or not the owner was operating the vehicle at time of citation. The Campus Police Department is responsible for the Motor Vehicle Regulations and can enforce policies related to Motor Vehicles as necessary. The Dean of Students may be notified when students fail to comply with Motor Vehicle Regulations. The Dean of Students may, in turn, process the alleged violation through the Conduct Review Process. [[Additional Information on Public Safety website](#)] [CV2.8]

Sponsorship of Events – Individuals or groups sponsoring events disruptive to the College or community, or having disruptive consequences, may be held responsible for such activity as if they had committed the offense. Examples of such

activity would be parties or dances which prevent study or classes in College buildings and/or disrupt relations with the community or result in other harmful effects. [CV2.9]

Weapons and Firearms - Except for authorized law enforcement purposes, no weapons of any kind are allowed on the MCLA campus. No individual may possess, carry, store, use or have in the individual's custody or control, a firearm or other weapon on campus. State law prohibits the unauthorized possession, carrying or use of weapons or firearms on College property. Weapons will be confiscated by the College's Department of Public Safety and violators may be subject to criminal prosecution and/or referral to the Dean of Student's Office to process through the Conduct Review Process. [CV2.10]

- For the purposes of this policy, the term "weapons" includes, but is not limited to, firearms of any nature or description, including shotguns, rifles, pistols and revolvers, paint ball guns or BB/pellet guns; firearm replicas; ammunition; martial arts-type weapons; explosives (including fireworks); bows, crossbows or arrows; slingshots; switchblade knives, double-edged knives, hunting (fixed-blade-style) knives of any length, throwing knives or folding (pocket-style) knives with a blade length of three inches or greater; swords; pointed metal darts; mace, pepper gas/spray, and other dangerous chemicals; or any other destructive device or instrument that may be used to do bodily injury or damage to property.



Ethics and Accountability: MCLA students will individually hold themselves accountable for their actions, both positive and negative, and inspire others to abide by the College Community Standards. [CV3]

Violation of Academic Ethical Standards - For detailed information pertaining to current policies and procedures regarding academic standards for students, including such matters as grade appeals and academic honesty, prohibitions against plagiarism and other inappropriate behaviors, students can visit the Registrar's Office in Eldridge Hall or review these online at <https://www.mcla.edu/administration/registrar/> In most instances, cases arising under the provisions of academic policies are processed by the Registrar. Cases arising under College policies relating to these matters may, however, be referred by the Registrar to the Academic Affairs Division Office and the Student Affairs Division Office for processing under the Student Conduct Program. [Click [here](#) for the Academic Policies] [CV3.1]

Advertising Policy - All flyers, banners, and table tents require approval from the Office of Student Engagement before being displayed. Advertisements promoting the sale or use of alcohol or containing material deemed inappropriate or offensive to the Campus community will not be approved for posting. Advertisements may only be placed in approved areas. Displaying advertisements on windows, doors, walls, and in bathrooms is prohibited. [CV3.2]

Bystander Conduct - Students are expected to refrain from being in the presence of others who are violating College policies and rules. Students may be held accountable for their actions even if they are not participating in prohibited conduct. Students are expected to promptly report conduct or activity that poses a danger to the community or its members. In certain circumstances when a report is made of behavioral or conduct violations in an attempt to help students in need of medical attention or assistance, individuals may be given amnesty from official conduct outcomes. [CV3.3]

Theft - The wrongful taking of or possession of the property or services of another, or of property that the thief reasonably should have known was stolen, or preventing the recovering by the owner is prohibited. [CV3.4]

Solicitations - Students should receive approval from the Student Affairs Office for any solicitation to be conducted on Campus or any solicitations to be made off Campus in which the College's name will be used. [CV3.5]

Unauthorized Use or Possession - Unauthorized use or possession of College property or property of another student or community member is prohibited. [CV3.6]

Violation of the Law - Any behavior chargeable as a violation of law, whether or not charges are brought by civil authorities, when such behavior(s) occur on College property, or at College-sponsored activities or events, or when such conduct distinctly and directly affects the College community and/or the pursuit of its objectives regardless of where it occurs. [CV3.7]



Community: MCLA students build and enhance their community through positive interaction. [CV4]

Unauthorized Access/Presence &/or Use of Facilities, Equipment, and Vehicles – Unauthorized access, presence in, or use of facilities or property. Students must abide by the check-in and check-out procedures for College housing and the hours posted for the use of other buildings and events. Likewise, College facilities, equipment, and vehicles are provided for particular uses reflected in the policies/regulations governing the use of these facilities, equipment, and vehicles; therefore, any misuse is prohibited. At all times, students are expected to behave in appropriate ways on the Campus especially common areas like the Centennial Room, Fitness Center, Computer Labs, etc. [CV4.1]

Fire Safety – The willful and/or reckless creation of a fire hazard or fire, failing to evacuate after a fire alarm has sounded or other notice has been given, and/or tampering with, damaging, or misusing any fire safety equipment. This includes, but is not limited to, fire alarms, smoke detectors, fire extinguishers, emergency exit signs, and/or fire alarm/sprinkler systems. [CV4.2]

Guests – Students, by inviting or allowing a guest to come to the College, assume responsibility for their guest's behavior while they are on the Campus or involved in a College-sponsored event. The College reserves the right to have its staff ask any person who is not a member of the College community to leave the buildings and/or grounds of the College, and to stay away from such areas, if the presence of such a person is judged to be the cause of disruption of the fundamental operations of the College or if such a person violates the policies of the College. [CV4.3]

Free Speech & Assembly - MCLA embraces a student's right to free speech and assembly and recognizes an exercise of one's freedom of expression can contribute to individual and community learning. [CV4.4]

- All students have a right to demonstrate on College premises provided no such demonstration shall materially disrupt class, work or other College business or involves substantial disorder or invasion of the rights of others.
- Students are prohibited from blocking free entry to or free exit from buildings, interfering with free movement or presenting obstacles to regular College activities. Interfering with free movement is defined as any physical denial or restriction of a person's ability to freely reach or leave a given geographical area. Obstacles are defined as physical devices, bodies or signs causing interference with free movement or sounds preventing normal oral communication.
- Any demonstration within a Campus building may take place only during normal operating hours of the building, and any demonstration in a building or area is limited to the number of persons the area can reasonably accommodate on grounds of public safety, as determined by a College official.
- There shall be no interference with a demonstration on the grounds of content of speech, except for any speech or demonstration that incites immediate violent actions, represents a clear and present danger to the campus community, is motivated by hate or bias and may constitute a violation of state law.
- No student shall intentionally and substantially interfere with the freedom of expression of another person on College premises or at College sponsored activities.
- Violation of this Policy constitutes a violation of Campus conduct and may subject a student to dismissal from the College or such lesser sanctions as may be deemed appropriate by the College.

Noise – Students may not intentionally make or cause to be made any noise above the level of the activity commonly associated with the environment of the campus. In assessing whether a student behaved in accordance with this community standard, factors such as the time of day, day of the week, and place of the alleged violations will be taken into consideration; that is, greater care to control unwanted noise will be expected during weekdays, near the library and classroom buildings, and at examination times than on weekends or at athletic events. Generally, any intentionally created noise that inhibits the ability of others to study, teach, sleep and enjoy the intended use of the campus and its facilities will be presumed to be against this standard of behavior. Likewise, any noise generated from within a building that travels within and/or beyond the building such as the sounds transmitted through a radio or stereo are also presumed to be against this standard of behavior. [CV4.5]

General Regulatory Statement - Disciplinary procedures may be the necessary consequence of student misconduct occurring on or off the campus. This misconduct may include instances wherein students violate local, State or Federal laws. Students also have a special obligation to live harmoniously in the North Adams community. Therefore, behaving in a way, which disrupts or has the potential to disrupt community relations, may result in disciplinary procedures against a student or student group. [CV4.6]

Violation of Residence Area Community Guidelines – Failure to comply with the Residence Area Community Guidelines is a violation of the Community Standards. [[Click here for Guidelines](#)] [CV4.7]

Interference with Fire/Medical Emergency – Falsely reporting a fire or medical emergency or other dangerous condition, or any interference with the response of any emergency personnel. [CV4.8]

Violation of the Residency Requirement - MCLA has a three-year residency requirement. Students who enter MCLA as transfer students with prior college experience will receive a one, two or three-year residency requirement commensurate with the number of credits completed at the time of transfer. The Office of Admission assigns the appropriate residency requirement for all students at the time of admission. [CV4.9]

Commuter Status: Students must meet one of the following criteria to be a commuter:

- Have 75 transferable credits
- 24 years or older
- Married
- Home address is under 1 hours of MCLA

Violation of the Emotional Support Animal Guidelines – Failure to comply with the guidelines set forth in having an emotional support animal is prohibited. The Fair Housing Act defines an emotional support animal (ESA) as any animal that provides emotional support, well-being, or companionship that alleviates or mitigates symptoms of a disability. ESA's are not limited to dogs and can be other species of animal. ESA's are not considered service animals. They are not individually trained. They are commonly known as companion, therapeutic or assistance animals. [CV4.10]

- Individuals who are living in college housing can request to have an ESA with them as an accommodation for a substantially limiting disability. Requests have to be supported by documentation from a medical professional who has an established relationship with the individual requesting the ESA and be approved by the Disability Resource Office.
- To begin the approval process please complete and return the On-campus Housing Accommodation Form or contact the Disability Resource Office at (413) 664-5334 for assistance. Once approval has been granted, individuals must complete the second part of this process through Residence Life & Housing BEFORE they can bring their approved ESA to campus.



Integrity: MCLA students exemplify honesty, honor and a respect for the truth in all of their dealings. [CV5]

Misrepresentation of Information – Furnishing false information, records, or ID to College officials acting within the scope of their duties. Any student who knowingly withholds information or offers false information during either an investigation or Conduct Review Process shall be considered to have violated College policy and standards of behavior. [CV5.1]

- **Personal Misrepresentation** – Representing one’s self as another person with or without that person’s permission, or representing one’s self improperly, and not by error, as any other member of the community. This includes, but is not limited to, altering, possessing, manufacturing, distributing, lending, use and/or attempted use of false identification. [CV5.1.1]
- **Official Misrepresentation:** Representing the College, any student group, or any official College entity without the explicit prior consent. [CV5.1.2]

Complicity/Implied Consent – If a student is aware of or in the presence of a violation of College policy and the student remains in the presence of and/or fails to take reasonable actions to stop the violation, the student gives implied consent to the violation and becomes a party in the violation. A student present when/where one or more violations are occurring also chooses to accept the consequences of being in violation of College policy. Anyone who creates an opportunity or encourages another person to violate regulations may be deemed equally responsible to other individuals in the Conduct Review Process. [CV5.2]

Gambling – Any gambling which is prohibited by Massachusetts law is also prohibited on College property. [CV5.3]

Failure to Comply – Failure to comply with authorized directive from MCLA Officials or law enforcement officers during the performance of their duties. [CV5.4]

- Students are required to comply with the reasonable directives from MCLA staff and faculty in performance of their duties, such members include, but not limited to, College Faculty, College Staff, Campus Police, Residence Directors, and Resident Advisors.
- Students must show/hand over their College ID or State ID upon request from any College official and/or law enforcement officer.
- Letters of Reprimand and other similar actions through the Conduct Review Process should be considered directives to discontinue a particular behavior(s). Repeated failure to complete with these directives may result in further action through the Conduct Review Process including, but not limited to, a Dean’s hold on the student’s account.

Violation of Use of College Logo – No one may use the name of the College, its logo, seal, trademarks or other forms of official representation in ways suggesting they are affiliated with, endorsed by or represent the College without authority granted to them by the College. [CV5.5]

Violation of Use of Computing or Other Electronic Resources - The unauthorized use of computing resources is prohibited including, but not limited to, duplication of copyrighted material, unauthorized access to or alteration of records, unauthorized use of electronic communication equipment or networks, and assisting others in any of these actions either intentionally or unintentionally. Students are expected to use campus computer and electronic resources (such as e-mail, voice mail, computers, programs, and software) in responsible ways and in a manner consistent with the mission of the College. For complete usage guidelines see [Tech Help webpage](#) including the [IT Policies and Procedures](#). [CV5.6]

Social Inclusion: MCLA students are just and equitable in their treatment of all members of the community and act to discourage and/or intervene to prevent unjust and inequitable behaviors. [CV6]

Harassment – Repeated or pervasive use of written, verbal, or electronic expression or physical act(s) or gesture(s), or any combination thereof, directed at a person that places that person in reasonable fear for their physical safety or interferes with the ability of a person to work, learn, live, participate in, or benefit from the services, activities or privileges provided by the College. [CV6.1]

Hazing – Any act that willfully or recklessly endangers the mental, emotional, or physical health and/or safety of any student or other person for the purpose of initiation, admission into, affiliation with, or continued membership in any group regardless of the person’s consent to participate. This includes, but not limited to: [CV6.2]

- Coerced consumption of, including but not limited to, any food, alcoholic beverage, liquid, drug, or any other substance that subjects a person to an unreasonable risk of harm.
- Brutality of a physical nature including but not limited to, paddling, whipping, beating, branding, forced calisthenics, and/or exposure to the elements.
- Acts intended to cause mental stress including but not limited to, sleep deprivation, transportation and/or abandonment, confinement, forces exclusion from social contact, forces contact that could reasonably result in embarrassment, or any activity that is designed to shame and/or humiliate.
- Coerced activities including but not limited to, violations of any laws, violations of MCLA policies, and/or personal servitude.
- Failing to intervene, prevent, discourage, and/or report acts of hazing.

In accordance with Chapter 665 of the Massachusetts Acts of 1987, the organization of or participation in hazing is illegal. Hazing means any conduct or method of initiation into any student organization which willfully or recklessly endangers the physical or mental health of any student or other person. (see Hazing Law [M.G.L. 269.17](#))

Violation of Sexual Harassment, Sexual Assault, Domestic Violence, Stalking, and Retaliation Policies and prohibited conduct as set forth in the [State University EO Plan](#) [CV6.3] [See Addendums #4]

For additional information about MCLA’s Title IX Sexual Harassment Policy or the Equal Opportunity, Diversity and Affirmative Action Plan, please contact: Patrick Connelly, Dean of Title IX, Equal Opportunity and Student Wellness, Student Affairs (413) 662-5127

Violation of Policy Against Discrimination, Discriminatory Harassment and Retaliation Policies - No student shall be denied or deny the rights or privileges of a member of the College Community or other individual on the basis of a protected class such as race, color, religion, gender, gender identity or expression, age, sex, sexual orientation, national origin, ancestry, disability, marital status, military status, or genetic information in the admission to and participation of the University’s academic programs, activities, services, or employment. [See Addendum #3] [CV6.4]

For complete information about MCLA Title IX & EO policies and procedures, please refer to the Equal Opportunity, Diversity, and Affirmative Action Plan. [Additional Information in Addendums #3 & #4]

The Student Conduct Program

MCLA Student Conduct Program Mission

The MCLA Student Conduct Program is committed to fostering an inclusive campus community that promotes active and responsible citizenship through an educational and developmental process that values respect, responsibility, and accountability for all members of the MCLA community.

MCLA Student Conduct Program Goals

- Promote a consistent, fair, and timely student conduct process that encourages participation of the campus community while holding students accountable for their choices.
- Educate the campus community about student's rights and responsibilities as a member of the MCLA community.
- Assist students in seeking out resources for learning and living that enhance the student's overall well-being and help students think critically in their decision-making.
- Facilitate on-going comprehensive conduct related training for students, staff, and faculty that are involved in the student conduct program.
- Develop and maintain a comprehensive assessment strategy regarding all aspects of the student conduct program and engage in regular assessment of the student conduct program to aid in informed decision-making about policies, procedures, and overall community engagement of the student conduct program.

MCLA Student Conduct Program Outcomes

As a result of going through the student conduct program, students will be able to:

1. Explain why College policies exist and why the College community is concerned about their choices.
2. Understand the impact of their behavior and decision-making on themselves and the community.
3. Communicate their personal responsibility for their behavior within the College community.
4. Identify ways to address their actions(s) so that their choices do not negatively impact their educational goals and success in the future.

MCLA Student Conduct Program Philosophy and Principles of Community

The student conduct program at MCLA is to be developmental and educational in nature and not intended to punish students; rather, it exists to protect the interests of the campus community and to challenge those whose decision-making is not in accordance with MCLA policies, and to encourage choices to be a positive member of the community. Outcomes are intended to educate and challenge student's ethical decision-making and align with the values of the MCLA community.

Members of the MCLA community are to be respectful, responsible individuals who are held accountable for their choices and actions. All members of the faculty and staff strive to create and support an educational environment that promotes student growth and development.

The College recognizes the rights of all individuals to express themselves in words and actions and encourage civil discourse so long as they do so without infringing upon the rights of others or violating the policies outlined in the Community Standards. There must be a willingness and commitment among all individuals in the MCLA Community to associate in a way that allows individual freedom, rights, and privileges to coexist with reasonable order. Members of the College community assume a respect for these basic principles that enable the College to accomplish its mission.

MCLA Student Conduct Program Authority and Responsibility

Daily responsibility for good conduct rests with the students as individuals. All members of the campus community are expected to use reasonable judgment in their daily campus life and to show due concern for the welfare and rights of others. The ultimate responsibility and authority to enforce the Student Conduct Program resides with the President of Massachusetts College of Liberal Arts. The President may, and has, delegated responsibility for the administration of the Student Conduct Program to the Dean of Students. The Dean of Students, in turn, delegates the authority to authorized and responsible staff for the implementation and enforcement of the policies and procedures. This responsibility includes formulating and implementing appropriate policies and procedures, in conjunction with other appropriate College bodies, for the

consideration of conduct complaints, infractions, and the imposition of outcomes in an efficient, consistent, legal, and equitable manner which supports the Colleges' educational mission. The College reserves the right to take any necessary and appropriate action to protect the safety and well-being of the campus community.

The Student Conduct Program was established in accordance with the concept of "due process." Due process, as used herein, shall mean generally that the student will be notified of a complaint alleging any violation of College policy; be provided the opportunity to review the complaint; and be given an opportunity to respond to the complaint before a decision is rendered. The decision of responsibility is based on the "preponderance of information", which means it is more likely than not that a policy violation occurred and any outcomes will be proportionate to the severity of the violation and to the cumulative conduct history of the involved party.

The College retains conduct jurisdiction over students who choose to take a leave of absence, withdraw, or have graduated, for any misconduct that occurred prior to the leave, withdrawal or graduation. A hold may be placed on the student's ability to re-enroll, conduct certain transactions and/or participate in College events. All outcomes must be satisfied prior to re-enrollment eligibility. In the event of serious misconduct committed while still enrolled but reported after the accused student has graduated, the College may invoke these procedures.

Off Campus Conduct Statement

The College cannot, as a practical matter, monitor or control the off-campus conduct of MCLA Students, nor does it attempt to assume any duty to do so. However, if a College official receives notice of non-college-affiliated, off-campus conduct that is inconsistent with College policies, the College may take actions against the student(s) involved under the Conduct Review Process. This will more than likely happen if the off-campus conduct or a student involved appears to present a danger to students or others, the behavior does not align with the MCLA Community values, and/or reflects negatively on the student's ability to participate in College-related activities including class or otherwise negatively affects the interests of the College. This can include notice of an alleged violation of the law. Depending upon the circumstances, interim measures may be imposed until the conclusion of the Conduct Review Process.

With respect to off-campus, College-affiliated excursions, events, programs, such as sports-related travel, study abroad, field trips, etc. the College will hold students accountable for compliance of all College policies and/or expresses community standards outlines in off-campus event.

Statement of Non-Discrimination

MCLA is committed to a policy of non-discrimination, equal opportunity, diversity and affirmative action, and dedicated to providing educational, working and living environments that value the diverse backgrounds of all people. MCLA does not discriminate in admission or access to, or treatment or employment in, its educational programs and activities on the basis of race, color, religion, national origin, age, disability, sex, gender, sexual orientation, gender identity, gender expression, genetic information, marital or parental status, or veteran status. MCLA prohibits discrimination or discriminatory harassment on all of those bases. Such behaviors violate the MCLA's Policy Against Discrimination, Discriminatory Harassment, and Retaliation, will not be tolerated, and may result in disciplinary action up to and including termination or expulsion.

It is also MCLA's policy to provide each student, employee, and other person having dealings with the institutions an environment free from sexual harassment and all forms of misconduct on the basis of sex. MCLA prohibits rape, statutory rape, sexual assault, incest, sexual harassment, domestic violence, dating violence, stalking, and retaliation. These behaviors violate MCLA's Title IX Sexual Harassment Policy, will not be tolerated, and may result in disciplinary action, up to and including termination or expulsion.

MCLA's Non-Discrimination, Discriminatory Harassment and Retaliation Policy and Title IX Sexual Harassment Policy apply in all College programs and activities, including, but not limited to, athletics, instruction, grading, housing, and employment. They apply to all members of the campus communities, including, but not limited to, students, faculty, librarians, staff, visitors, contractors, and applicants for employment or admission. They also apply to off-campus conduct and conduct that takes place in online or virtual spaces, when such conduct negatively affects a community member's experience in the College environment.

MCLA has appointed an Equal Opportunity Officer ("EO Officer") to oversee its compliance with its Policy Against Discrimination, Discriminatory Harassment, and Retaliation, as well as the state and federal non-discrimination and equal opportunity laws. Anyone with questions, concerns or complaints regarding discrimination, discriminatory harassment, or retaliation may contact the EO Officer.

MCLA has appointed a Title IX Coordinator to oversee compliance with its Title IX Sexual Harassment Policy. Any person may report sex discrimination, including sexual harassment whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment. Reports may be made in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator. Such a report may be made at any time (including during non-business hours) by using the reporting options available at the time of the report. Reports do not constitute a formal complaint unless they meet the criteria specified in the Title IX Complaint and Resolution Procedures.

The U.S. Department of Education
Office for Civil Rights
33 Arch Street, 9th Floor
Boston, MA 02119-1424
(617) 289-0111/Fax (617) 289-0150
TDD (877) 521-2172
OCR.Boston@ed.gov

or
MCLA Title IX Coordinator and EO Officer
Patrick Connelly (students) | Christopher Hays (employees)
Mail: 375 Church Street North Adams, MA 01247
Phone: 413-662-5231 | 413-662-5597
Email: Patrick.Connelly@mcla.edu | Christopher.Hays@mcla.edu

For complete information about MCLA's Non-discrimination policies and procedures, please refer to the [Equal Opportunity, Diversity, and Affirmative Action Plan](#).

Student Conduct Program Student's Rights and Responsibilities

The following student's rights and responsibilities are granted to all students going through the Student Conduct Program and who have been charged with an alleged violation.

- The right to be treated with respect, dignity, and compassion by College officials and by all persons involved in the Conduct Review Process.
- The right to have the opportunity to review all college policies. A student is responsible for knowing all policies as listed in the Community Standards, including those that may occur through encouragement or neglect.
- The right to be informed by written notice, delivered electronically, of the alleged violation(s) and also the date, time, and place of the meeting/hearing.
- The right to review documentation and respond to the information in documentation presented at the time of the meeting/hearing.
- The right to be assisted in a student conduct hearing by a procedural advisor. A procedural advisor, typically a member of MCLA faculty or staff, can be requested by respondent or appointed by the Dean of Students. This individual may not address the hearing officer, but may consult freely with the student. If at any time the advisor's participation interferes with the stated conduct procedures, they will be dismissed from the hearing and hearing will proceed without them.
- The right to be assisted by Disability Resources if an accommodation is needed to support a student going through the conduct review process. If requested in advance and determined to be an appropriate and reasonable accommodation through Disability Resources; notices, reports and/or written materials can be provided in an alternate format.
- The right to participate in the meeting/hearing or remain silent. If the student chooses to remain silent, the conduct review process will move forward.
- The right to have the level of responsibility determined based on "preponderance of information" standard, which means it is more likely than not the violation occurred.
- The right to request an appeal on the finding(s) and/or outcomes(s) issued based on the appeal criteria. Appeals may only be granted if at least one of the two specific criteria are met. (See Appeal Process section)

Grievance Policy

Complaints, grievances, or disagreements arising from or among students at MCLA should be handled, as far as possible, directly by the students involved and peacefully. Students are encouraged to resolve personal disagreements before they cause major concerns. If a student needs assistance working out a problem of this sort, the student can speak with the Dean of Students. Having a third party can often prove very helpful when serving as a sounding board or mediator.

- Complaints concerning alleged violations of Equal Opportunity and Title IX (i.e. discrimination, sexual harassments, ADA, Title IX, etc.) should be directed to the Dean of Title IX, Equal Opportunity and Student Wellness.
- Academic related complaints or grievances should follow the Academic Policies. Students can contact the Dean of Academic Affairs for questions.
- Complaints or grievances directed at a faculty or staff member of the College should be taken up with that individual's supervisor. If you are unsure, you can contact any of the Deans on campus for guidance.

Statement of Evidentiary Standard of Responsibility

Students should be aware that the Conduct Review Process is different from criminal and civil court proceedings. The Conduct Review Process is not based on, nor is it intended to mirror, the rights or procedures in civil or criminal court proceedings. The Conduct Review Process procedures are intended to be fair, but does not include the same due process protections afforded by the courts. The decision of responsibility is based on the “preponderance of information,” which means it is more likely than not that a policy violation occurred and any outcomes will be proportionate to the severity of the violation and to the cumulative conduct history of the student.

Conduct Review Process

The path of a case will be determined by the Dean of Students.

Filing a Report: When an incident occurs, an incident report is filed by a student, faculty, or staff member who becomes aware of, observes, or is the alleged victim of the incident. This report is reviewed and, if appropriate, the student or student organization is directed to go through the Conduct Review Process.

Review of Report: Review of all alleged violations is overseen by the Dean of Students whose role is to identify those acts that may be in conflict with College policies. Alleged violations are determined by the Dean of Students and then assigned to an appropriate conduct officer. Generally, two (2) business days’ notice is given prior to a meeting/hearing. If circumstances necessitate, the meeting/hearing may be scheduled immediately. Written notice, delivered electronically of the date, time, location, and alleged violation(s) is sent using the case management system and/or the student campus email account. If the student fails to attend the meeting/hearing, a decision will be made in the student’s absence.

Interim Measures: The Dean of Students, or designee, may impose an interim measure before the completion of the conduct review process if there is a reasonable belief that:

1. A student’s own safety and/or well-being is at risk;
2. A student poses a threat to the health and/or safety of any member of the College community;
3. A student poses a threat of disruption or interference with the normal operations of the College.

Interim measures may include, but are not limited to:

- **Interim Suspension from the College** - While interim suspension status is in effect, a student is denied access to classes, activities, and facilities pending resolution of the case or completion of the conduct review process.
- **Campus Restriction** - While campus restriction is in effect, a student is allowed access to classes; however, access to other activities, campus facilities, and campus property may be denied.
- **No Contact Order** - While a no-contact order is in effect, a student is instructed not to engage in either direct or indirect contact with the Complainant(s) and witnesses. Methods of contact include, but are not limited to, verbal exchange, telephone, email, text message, letter, and communication via another party on the student’s behalf. No Contact Orders are ordinarily put in place for all students involved and electronic written notice will be given to all parties.

Following the imposed interim measure, the Conduct Review Process will continue as soon as practical with the appropriate path for the case. The interim measure will remain in effect until the student is notified, in writing, that the interim measure has been discontinued or until a final determination is made following the completion of the Conduct Review Process. A hold may be placed on a student with an interim measure in place.

If a student fails to comply with interim measures, further disciplinary action may occur.

Inappropriate behaviors that will not be tolerated: The following is a partial, but not extensive list of inappropriate behaviors which may lead to the student’s suspension or dismissal from the College once a determination of responsibility has been made. While not an exhaustive listing, students should use this list as a general reference. Immediate interim suspension from the College may occur whenever the accused student’s behavior is judged as a compromise to safety.

Acts against persons, including, but not limited to:

- Hate crimes
- Murder
- Rape
- Physical assault
- Stalking

Acts against property, including, but not limited to

- Arson
- Destruction of property including electronic property medium
- Illegal occupation of a building

Jeopardizing the safety of self and/or lives of others, including, but not limited to:

- Creating or false reporting of bombs
- Hazing
- Inciting a riot
- Resisting arrest
- Tampering with fire or safety equipment including pulling a false fire alarm
- Driving under the influence of alcohol or drugs
- Third offense involving alcohol following progressive discipline for the first two offenses
- Possession and/or use of illegal drugs; Illegal alcohol or drug distribution
- Possession or discharge of illegal weapons

Preliminary Meeting

In some cases, it may be appropriate for the Dean of Students, or a designee to meet or speak with students who may have relevant knowledge about an incident. This investigative process allows the responding staff member to gain information to make decisions about proceeding with the Conduct Review Process.

Types of Case Resolution

- **Informal Resolution:** An informal resolution may transition into a formal meeting/hearing for any reason including new information learned during an informal meeting or when an informal resolution cannot be reached. Example of informal resolution can include:
 - Educational letter, conversation, or agreement
 - Mediation. If mediation is deemed appropriate, contact will be made to all parties involved and an explanation of the process will be offered. If accepted by all parties, mediation will be viewed as an alternative solution. Should an agreement not be possible, the incident may be pursued through a conduct review meeting/hearing. All agreements reached through mediation are binding. If at any point the agreement is not fulfilled, the negligent party may face further conduct action. Mediation is not an option in cases of sexual misconduct.
- **Letter of Reprimand:** A letter of reprimand may be sent to a student as a notice of a violation that has been documented. The letter of reprimand will instruct the student to refrain from repeating a behavior and will be placed in the student's file. No further action will occur. This is a matter of record keeping and notice of a student's decision-making pattern for a certain violation(s). Students receiving multiple Letters of Reprimand in an academic year may be subject to further disciplinary action.
- **Conduct Review Meeting:** The Dean of Students, or designee, will conduct the Conduct Review Meeting. This meeting is to be educational in nature. The student may take responsibility for the alleged violations or not. The goal of the meeting is to make a decision about responsibility and discuss the impact of the behavior(s) on the student and the MCLA community. This type of meeting can be for any level conduct case. The goal of the hearing is to make a decision about responsibility and discuss the impact of the behavior(s) on the student and the MCLA community.
- **Administrative Meeting:** The Dean of Students, or designee, will be the Administrative Conduct officer. This meeting is to be educational in nature. The student may take responsibility for the alleged violations or not. The goal of the meeting is to make a decision about responsibility and discuss the impact of the behavior(s) on the student and the MCLA community. This type of meeting can be reserved for higher level cases and/or for a student's whose conduct history is at a higher level. The hearing may be scripted and recorded as a matter of college record.
- **College Hearing Board Hearing:** The Dean of Students will appoint three (3) MCLA Faculty/Staff members who have been trained in the Conduct Review Process to comprise the College Hearing Board. One of the College Hearing Board members will be designated as the chairperson. This type of hearing can be utilized for higher level cases and/or for a student's whose conduct history is at a higher level. The goal of the hearing is to make a decision about responsibility and discuss the impact of the behavior(s) on the student and the MCLA community. The hearing may be scripted and recorded as a matter of college record. After a decision has been made by the College Hearing Board, the chairperson will fill out documentation needed and turn all case materials back to the Dean of Students. The decision letter will be written from the Dean of Students to the student.

Steps in the Conduct Review Process

The steps below specify the procedures that must be followed when determining if a violation has occurred and assures that due process is followed. The Guardian Case Management System will be used as the official management software for conduct. In the event the case management system is unavailable, all communication shall be sent to student's MCLA email address.

1. **Notice** - Students will receive a letter electronically from the appropriate College staff member, informing them of a conduct meeting/hearing to discuss the incident. Students must be given at least two (2) business days' notice for

administrative hearings and preliminary meeting. The student will need to respond within 1 day (24 hours) if there is a schedule conflict. If no notification is received from the student, the meeting/hearing will proceed as indicated on the Notice of Violation.

2. **Attendance** - If the student fails to attend the meeting/hearing, the review will be made in the student's absence. Additionally, the student forfeits the right to appeal the decision and/or outcome of the case.
3. **Meeting/Hearing** - A conduct officer will review the incident report(s), documentation and/or related information with the student and the student will have the opportunity to share information regarding the incident. Since the meeting/hearing focuses on what happened with the purpose of determining whether policy violations have occurred, character statements, character witnesses, and letters of support that do not pertain to the incident in question cannot be considered. Students should only share information that pertain to the incident.
4. **Finding and Outcome** - Based upon the information presented, the conduct officer or conduct board will determine if the student is responsible or not responsible for the alleged violation(s). Outcomes are considered only after responsibility has been determined and is based solely on the severity of the violation and a student's previous conduct record. The decision of the case will be subject to final review by the Dean of Students, or designee.
5. **Notice of Outcome** - Students will receive a letter electronically notifying the student of the results of the meeting/hearing no later than three (3) business days following the meeting/hearing. Additional time may be needed if the case is complicated in nature.
6. **Appeal** - The Student has the right to appeal based on appeal criteria within (3) three business days of the decision letter. (*See Appeal Process Section for appeal criteria*)

Procedural Advisor

A student may have an advisor accompany them to any scheduled conduct review meeting/hearing. The advisor may be any individual of the student's choosing who is allowed to be present on the MCLA campus, except another student with a pending conduct complaint in a potentially related matter. The advisor's role with regard to meetings/hearings is strictly limited to directly advising and/or accompanying the student advisee or complainant to the hearing. An advisor's presence is contingent upon following this procedure.

Advisors may not:

- (a) address any person involved in the hearing except for the student they are advising, or
- (b) disclose any student record information obtained through the student conduct process except as permitted by law. Confidentiality is paramount.

Advisors who do not comply with these requirements may be dismissed by the case officer, required to immediately leave, and will not be allowed to participate in future proceedings unless authorized by the Dean of Students. In the event an advisor is dismissed from a scheduled proceeding, the proceeding will continue as scheduled. The student may request to have a different advisor, if available, for the duration of the case and any additionally scheduled proceedings.

Appeal Process

The College has implemented procedures for students to appeal. Appeals are not re-hearing of the facts of the case, but rather an examination of the procedure and/or outcome. General dissatisfaction with the outcome of a conduct case or an appeal for mercy is not an appropriate basis for an appeal. The outcomes(s) resulting from a case decision will be considered on hold until the decision is affirmed, modified or reversed in the appeals process. Additionally, only a student who has participated in the hearing process and has been found responsible for violating a policy may file a written appeal. If a student fails to attend a meeting/hearing, that student forfeits their right to appeal the decision rendered by the conduct officer or conduct board.

An appeal must be made in writing via the Appeal function in the Guardian Case Management System within (3) business days of the notification of the outcome of the case to the parties involved in the original decision and should include the grounds for the appeal and all relevant information. Character statements, character witnesses, and letters of support that do not pertain to the incident in question cannot be considered. The decision to consider the appeal is a separate action from actually determining the appeal. If the appeal officer determines that the appeal does not meet any of the criteria for appeal, the student will be notified in writing via Case Management System and/or College email address within three (3) business days after the appeal request has been submitted.

The possible criteria for appeal are:

- A. The original meeting/hearing was not conducted according to established procedures or had significant procedural errors or irregularities that denied the student(s) a fair meeting/hearing.
- B. The student has new information that was not reasonably available prior to the original meeting/hearing and that information is likely to substantially changed the outcome of the meeting/hearing.

All requests for appeal must outline the following:

Any appeal based on criterion "A" must include all of the following:

- Citation of specific procedural errors or irregularities with appropriate reference to the Conduct Review Process;
- Reason(s) why procedural error was not mentioned in the original meeting/hearing;
- Reason(s) why correction of error can contribute to a decision other than that which was originally made.

Any appeal based on criterion "B" must include all of the following:

- Nature of the new evidence;
- Name(s) of anyone who will present this evidence;
- Reason(s) why evidence was not discussed at original meeting/hearing;
- Reason(s) why evidence can contribute to a decision other than that which was originally made.

The appeal officer may take the following actions after considering or determining an appeal:

- Remand the matter to the original conduct officer to be reheard in whole or in part. At the discretion of the appeal officer a different official or meeting/hearing method may be designated;
- Affirm the original decision and outcome(s);
- Reverse the original decision and outcome(s);
- Affirm or reverse the original decision in part and/or alter the outcome(s) which could increase or decrease the severity of the outcome(s).

If an appeal meets at least one of the appeal criteria, the assigned appeal officer will review case related information. A notification of the decision regarding the appeal will be made to the student in writing via Case Management System and/or College email address. The appeal decision will normally be rendered within (5) five business days of the written appeal. The decision of the appeal officer is final and effective immediately, the case is closed. All outcomes must be completed as stated in the original Notice of Outcome and/or Notice of Appeal Decision letter.

Additional Conduct Review Process Guidelines

- All meetings/hearings will be held in closed session. Individual recording of case related materials, meetings, and hearings is prohibited by involved parties, witnesses, and advisors including but not limited to taking pictures, screenshots of documents, voice recording, video recording, etc. Failure to comply may result in additional disciplinary action.
- During summer, vacation periods, and in extenuating circumstances including but not limited a natural disaster and/or global pandemic, the Dean of Students may approve alternative arrangements for individuals to participate in meetings/hearings including, but not limited to, the use of audio or video conferencing technology.
- If at any time during the course of a conduct meeting/hearing, any person exhibits behavior or language that is disruptive or threatening, that person may be dismissed with the process continuing without their presence or input.
- If requested in advance, and determined to be an appropriate and reasonable accommodation through Disability Resources, notices, reports and/or written materials can be provided in an alternate format. Student must tell the Dean of Students in writing within 24 hours of the scheduled meeting/hearing that accommodations are requested. The student will need to give the Dean of Students permission to connect with Disability Resources to talk about any accommodation that may be necessary to support the student.
- The Dean of Students exercises discretion over the admission of any person into a meeting/hearing.
- A conduct officer or conduct board may record the meeting/hearing if it is deemed appropriate for the purpose of appeals or a matter of college record. This will be determined by the Dean of Students. All individuals will be notified.
- For higher level conduct review, a meeting/hearing script may be used to help with consistency of process.
- The student can make an impact statement. This can be written ahead of time or within 24 after the meeting/hearing. If written in advance, the impact statement can be submitted to conduct officer after being read during the meeting/hearing. The impact statement should address how this incident impacted them and how the possible outcome may impact them. It does not have to admit a level of responsibility.
- The student can present witness statement(s) in the meeting/hearings by giving prior notice to the Dean of Students and such statements one (1) business day in advance of the meeting/hearing for approval to be added to case information. Character witness statements will not be accepted.

- If a student is found responsible, the conduct officer or conduct board reviews the student's full conduct record to decide if an outcome should be more severe based upon past history. This information is not used to determine a student's responsibility for alleged violations.
- Cases of alleged sexual harassment, sexual assault, domestic violence, dating violence, stalking, and/or retaliation will be referred to the Title IX Coordinator to be resolved under the Title IX Sexual Harassment Policy Complaint and Resolution Procedures found in the Equal Opportunity, Diversity and Affirmative Action Plan (EO Plan). The EO Plan was approved by the Massachusetts Board of Higher Education on September 28, 2018 and updated on August 14, 2020.

Outcomes/Educational Outcomes

There are a variety of possible outcomes you may receive if you are found responsible for violating a College policy. These outcomes range from disciplinary standing outcomes to educational outcomes to interventions.

When a student is found responsible for a violation of the policies within the MCLA Community Standards, any of the following types of outcomes may be assigned. Outcomes should be appropriate to the policy violation(s) for which they are assigned.

When considering the outcomes to be imposed, a range of factors may be considered, including the:

- nature, context, and severity of an incident,
- developmental needs of the student,
- level of accountability and responsibility taken by the student,
- level of cooperation from the student,
- need to stop the misconduct and prevent its recurrence,
- need to remedy and address the impact or effects of the conduct on others,
- conduct history of the student,
- best interests of the College community, and
- any other aggravating, mitigating, or relevant factors.

Types of Outcomes:

Educational Outcome Students are expected to reflect upon their decisions and to be mindful of how their future choices and actions may impact themselves, others, and the College community.

Educational outcomes may include the following:

- Educational information provided to the student to review.
- Judicial Educator module – online module that relates to the violation of the incident.
- Participation or completion of a project, class, or other activity to build awareness or knowledge relevant to the nature of the offense or oneself, including research papers, personal reflections, workshops, organizing events, designing community education, or preparing an action plan.
- Mentorship with a specific person on campus.
- Requirement to attend, present and/or participate in a program related to the violation. It may also be a requirement to sponsor or assist with a program for others on campus to aid them in learning about a specific topic or issue related to the violation for which the student was found responsible. Audience may be restricted.
- Restorative actions - Requiring a student to engage in actions to investigate the impact of a violation and repair the harms resulting from misconduct on other members of the community. These actions may include letters of apology, drafting and implementing a plan of resolution, engaging in community events that build positive community.
- Mental Health/Medical Assessment and/or Treatment -Requirement that a student seek a mental health, medical, substance use, or threat assessment from Counseling Services or Health Services, or other appropriate professional and follow through with the recommendations of the professional.
- Additional or alternate Educational Outcomes maybe created and designed as deemed appropriate to the violation.

Letter of Reprimand - A letter that makes a matter of record any incident that reflects unfavorably on the student behavior and is in violation of the policies outlined in the Community Standards. Please note that further violations of College policy may result in further disciplinary action.

College Warning - Formal notice and censure that a student's actions violated a College policy, that such actions are not acceptable in our community, and that further misconduct, or any other violation of a College policy, may result in more serious disciplinary action. Students are expected to reflect upon their decisions and to be mindful of how their future choices and actions may impact themselves, others, and the College community. This warning is in effect for 6 months (from incident date), if no other violation occurs in that 6-month time period, the warning is no longer counted in student conduct history.

Residence Area Probation - A status imposed on a student for a specific period of time to allow students to reflect upon their choices and behavior and to demonstrate the ability to abide by College policies and expectations. Any additional College policy committed during the probation period may result in additional or more serious outcomes, including residential suspension or expulsion, College suspension, or College expulsion.

College Probation - A status imposed on a student for a specific period of time to allow students to reflect upon their choices and behavior and to demonstrate the ability to abide by College policies and expectations. Any policy violations committed during the probation period may result in additional or more serious outcomes, including residential suspension or expulsion, College suspension, or College expulsion.

Campus Restriction - Restrictions or prohibitions on a student’s entry or access to particular locations, premises, or events, or on a students’ contact with another member of the College community. While campus restriction is in effect, a student is allowed access to classes; however, access to any activities, campus facilities, and campus property is denied.

Housing Relocation – At times it is best to relocate a student to another part of the residence area. This change in housing assignment will be done in consultation with Residential Programs & Services.

Financial Restitution - Restitution is monetary compensation required of students who have taken, misused, damaged, or destroyed College, public, or private property or services. Amounts charged to students may include cost to repair, replace, recover, clean, or otherwise account for the property or services affected.

Student Account/Disciplinary Hold (Dean’s Hold)– A hold may be placed on the student account. Students with a hold may not be able to receive grades, transcripts, diplomas, or be allowed to enroll in future classes at MCLA. Holds will remain in place until the outcome is completed or course of action is resolved. Students may also have a hold placed for missing official paperwork such as immunization document or not completing compliance modules.

Community Service Hours – Community service hours may be assigned. The following may be assigned:

- Complete a specific number of hours with a specific department/office or campus under the direct supervision of the department/office head.
- Complete a specific number of hours in the town of North Adams under the direct supervision of the Director of Civic and Community Engagement or designee.

Withdrawal of Recognition/Dissolution - Student groups may be disbanded and College recognition withdrawn for a specific time period or permanently. Further, disciplinary action taken against a student group leader(s) may result in the organization receiving outcomes involving loss of recognition and/or privileges.

Administrative Fine - Fines are punitive monetary costs intended to dissuade students from violating the policies outlined in the Community Standards. Failure to pay a fine will result in a registration/graduation hold on the student’s account.

Alcohol and Other Drug (AOD) Level System: MCLA is committed to taking specific action in cases involving alcohol and/or drug violations. This Alcohol and Other Drug Level system is progressive however there are instances where lower levels may be bypassed due to the nature of the incident.

AOD Level Status	Outcomes
AOD Level 1* Typically given 1 st offense for presence of/ minimal disruption to the community.	Educational information may be provided College Warning (status 6 months) Parental Notification may occur Level 1 status remains for 6 months (no additional violations = status removed)
AOD Level 2* Typically given as 1 st offense for actively engaging in AOD consumption.	Educational information may be provided Educational Outcome: Judicial Educator #8 or #9 or related topic Residence Area Probation or College Probation (1 year) Additional Educational Outcome(s) may be assigned Parental Notification may occur Level 2 status remains for 1 year (no additional violation = status removed)
AOD Level 3**	Educational information may be provided Educational Outcome: Judicial Educator #15 or related topic College Probation (1 year) On-campus Alcohol and Other Drug (AOD) referral to Counseling Services Additional Educational Outcome(s) may be assigned Parental Notification may occur Level 3 status remains for 2 years (after 1 year of no additional violation status decrease to Level 2, if no additional violations happen after 2 years = status removed)
AOD Level 4**	Residential Suspension or Expulsion, Suspension from the College, or Expulsion from the College Parental Notification may occur

- * A first incident in which medical treatment/transport may result in automatic placement on Level 2. Any additional incident in which medical treatment/transport may result in level increase of levels if already on a level.
- * If campus police charge a student with a citation for an appearance in court for alcohol or drug related violation, an automatic placement on Level 2 or higher.
- * Off-Campus Police/Authorities are involved may result in automatic placement on Level 2 or higher.
- ** Drug Sale &/or Distribution may result in automatic Level 3 or Level 4.

NOTE: One part of the College's compliance with the 1989 Drug Free School and Campuses Regulations (Drug-Free Schools and Communities Act, Public Law 101-226) and the policies of the Massachusetts Department of Higher Education is to set alcohol and illegal drug conduct code standards. In response to findings of code violations, the College will typically apply a minimum mandatory sanction. As minimum and mandatory these outcomes are aimed to provide an opportunity to examine one's choices in light of complying with College standards as well as the Federal and State mandates and serve as a deterrent to future violations.

Fire Safety Level System: MCLA is committed to taking specific action in cases involving fire safety violations, which include covered smoke detectors, tampering with fire safety equipment, and or smoking/vaping in buildings. This Fire Safety Level system is progressive however there are instances where lower levels may be bypassed due to the nature of the incident.

FS Level Status	Outcomes
FS Level 1**	Educational information may be provided Possible Administrative Fine* College Warning (status 6 months) Level 1 status remains for 6 months (no additional violations = status removed)
FS Level 2**	Educational information may be provided Educational Outcome: Judicial Educator #10 or related topic Possible Administrative Fine* Residence Area Probation or College Probation (1 year) Additional Educational Outcome(s) may be assigned Level 2 status remains for 1 year (no additional violation = status removed)
FS Level 3**	Educational information may be provided Educational Outcome: Judicial Educator #5, #7, or related topic Possible Administrative Fine* College Probation (1 year) Additional Educational Outcome(s) may be assigned Level 3 status remains for 2 years (after 1 year of no additional violation status decrease to Level 2, if no additional violations happen after 2 years = status removed)
FS Level 4	Possible Administrative Fine* Residential Suspension or Expulsion, Suspension from the College, or Expulsion from the College Parental Notification may occur

* Administrative Fine: For every covered smoke detector in a room or apartment, each person found responsible will be charged an administrative fine of \$100. This administrative fine will increase \$100 for each time a student is found responsible for a covered smoke detector. Covering a smoke detector puts the lives of those living in the room, floor, apartment, block, and/or building as risk and is a serious offense – this fine is meant to be a deterrent to not put the safety of other students at risk.

** If campus police charge a student with a citation for an appearance in court for fire safety related violation, an automatic placement on Level 2 or Level 3.

Residential Suspension - Temporary dismissal from College-owned housing for a specified period of time and without financial reimbursement. After this period is concluded, the student may regain their ability to live in a residence area following an interview with the Dean of Students or designee. A residentially suspended student may not enter any College owned housing during this time. Return to housing will be on a space-available basis.

Residential Expulsion – Permanent expulsion from College-owned housing without financial reimbursement. A residentially expelled student may not enter any College owned housing for the remainder of their College career.

Suspension from the College – Temporary dismissal from the College for a specified period of time. After this period is concluded, the student may resume their studies following a satisfactory interview with the Dean of Students or designee. A suspended student may not engage in College activities, use any College facilities, or be on College property without express permission from the Dean of Students or designee. After this period is concluded, the student may regain their ability be readmitted following an interview with the Dean of Students or designee. A Suspension may be recorded on the student's transcript. Return to housing will be on a space available basis.

Expulsion from the College – Permanent dismissal from the College without the right to return. An expelled student no longer has the privileges of matriculated students and may not engage in College activities, use any College facilities, or be on College property. Expulsion is recorded on the student’s transcript.

Disclosure of Outcomes/Conduct Verification

Graduate schools, professional schools, and MCLA College programs, field placement, position working at the college may request information to inquiry if the student is in good conduct standing. The Dean of Student or designee will review student conduct history to determine good conduct standing. All conduct verification requests should be submitted in writing to the Dean of Students.

Good Conduct Standing is determined as the following:

- Should not be on College Probation and/or should not have an AOD Level 3 or 4 and/or should not have a FS Level 3, or 4.
- Should not have a progressive conduct history that rises to the level of residential suspension, suspension from the college, or expulsion from the college.

For graduate schools or professional schools, it will be assumed that a request for a Dean’s recommendation provides implied permission for release of this information. This is also true for transfer request forms. If a student is suspended from the College or expelled from the College, this is typically notated on the official transcript.

A student can request a meeting with the Dean of Students to review their conduct file and check disciplinary standing.



Community Standards – Addendum Section

- Addendum #1: Additional Alcohol and Drug Information and Resources
- Addendum #2: Medical Amnesty & Good Samaritan Policy
- Addendum #3: Discrimination
- Addendum #4: Title IX information from the Massachusetts State University Equal Opportunity, Diversity, & Affirmative Action Plan

Addendum #1: Additional Alcohol and Drug information and Resources

1. Pre-ambble: Policy Principles

MCLA is a community dedicated to the academic and personal development of its members and is committed to educational and social programs promoting these ends.

The use of illegal drugs and abuse of alcohol in the College workplace, on College property, or at College activities both on and off campus impairs the safety and health of community members, inhibits the personal and academic growth of students, and undermines the public's confidence in the College. Only in an environment free of alcohol abuse and the use of illegal drugs can the College fulfill its mission of developing the professional, social, cultural, and intellectual potential of each member of our community. For these reasons, it is the policy of MCLA that all College activities, College property, and the College workplace be free of the use of illegal drugs and the abuse of alcohol. MCLA utilizes the definition below of alcohol and other drug abuse.

The College considers substance abuse (alcohol and other drugs) to be a maladaptive pattern of use manifested by recurrent and significant adverse consequences related to the repeated use of substances. For example, there may be repeated failures to fulfill major role obligations, repeated use in situations in which it is physically hazardous, multiple legal problems, and recurrent social and interpersonal problems. Typically, these problems occur recurrently during the same 12- month period. In other words, criteria for substance abuse includes the harmful consequences of repeated use (as cited in the Diagnostic and Statistical Manual 5th edition, DSM V, 2013).

Responsible use of alcohol is allowed at College activities and on College property under specific conditions. First, possession and consumption of alcohol is limited to persons of legal age and is confined to specific locations and/or events. Second, events where alcohol is served, shall be managed through Campus Dining Services. Third, resident students who are of legal age will observe all laws, policies, and regulations controlling the possession, use or distribution of alcohol within residence areas. Students should refer to the policies related to Alcohol and Drugs in the Community Standards and the Guidelines for Community Living for these regulations.

The College affirms that the fundamental responsibility for personal behavior associated with the use of alcohol rests with the individual; however, the College strives to provide guidance for promoting a positive environment for all members of the MCLA community. In addition, the College will maintain and enforce all rules and regulations deemed appropriate and necessary to preserve conditions essential to academic and personal well-being.

The principle aims of College policy concerning the use of alcoholic beverages on Campus include:

- Providing balanced support for activities and programs for those who, by choice or by law do not use alcoholic beverages.
- Reducing pressures on those who do not wish to use alcohol.
- Formulating and enforcing regulations for social events and individual conduct encouraging the responsible, moderate, and safe use of alcoholic beverages.
- Providing for discipline of those whose use of alcohol is associated in any way with infringes on the rights of other community members to pursue academic, personal, and social endeavors.
- Provide educational programs, information, and counseling services to support individuals affected by the use of alcohol, to minimize problems associated with alcohol use, and assist all students in pursuing their goals for educational and personal development.
- Engage the MCLA community in the formulation, dissemination, and enforcement regulations.

2. Prohibited Conduct

The students and employees of MCLA shall not unlawfully manufacture, distribute, dispense, possess or use controlled substances or alcohol on College property in conjunction with any College activity or in the College workplace. No alcohol shall be present at any employee or student meetings or events where College business related efforts are being conducted. Responsible use of alcohol is allowed in this policy as limited by the three conditions listed in section

1. Any individual who violates this prohibition will be subject to disciplinary action in accordance with the College's

policies. Further, any employee or student employee must notify the Human Resources Director within five (5) days of being convicted of violating a criminal drug statute in the workplace. The College will notify appropriate authorities as required that an employee or student employee has been convicted of a drug-related offense within ten (10) days.

College guests are expected to adhere to College policies throughout their visit or at College events and programs.

3. Alcohol and Other Drugs: Effects and Abuse Prevention Resources

Substance abuse programs which apply to the College as both an educational institution and a workplace are designed to:

- establish and enforce clear policies for students and employees that promote an educational environment free from the abuse of alcohol and the use of illegal drugs
- educate all members of the Campus community about the health risks associated with the use of illegal drugs and the abuse of alcohol
- create a campus environment that promotes and reinforces healthy, responsible living, and respect for community and Campus standards and regulations
- provide intervention for alcohol abusers and users of illegal drugs through counseling, treatment, and referral

Counseling Services and Health Services provide education on substance use and abuse. If students and employees have questions concerning the health risks associated with the use of illegal drugs and the abuse of alcohol, they should contact Counseling Services, Health Services, the Employee Assistance Program or their personal health care providers.

4. Help and Information Concerning the Health Risks Associated with Drug and Alcohol Use

The use of drugs and alcohol, even infrequently, may damage one's health. A listing of the health risks associated with the use of alcohol and drugs is enumerated under Part 5 of this policy. Counseling Services, Health Services, or one's health care provider can describe the effects specific substances have upon one's health.

Help concerning drug and alcohol-related problems are available from several sources. Individuals in need of assistance, who know of someone who needs help, or have questions concerning alcohol and drug abuse may contact any of the following:

- **Counseling Services**, MountainOne Student Wellness Center, (413) 662-5331
- **Health Services Office**, MountainOne Student Wellness Center, (413) 662-5421
- **MCLA Director of Human Resources**, Eldridge Hall, (413) 662-5598
- **MA Substance Use Helpline**, Substance Abuse Division, Information and Referrals, (800) 327-5050
- [Alcoholics Anonymous](#)
- **Employee Assistance Program**, (413) 499-4481 or (800) 255-2599
- [Narcotics Anonymous](#)
- **Suicide Prevention Hotline**, 988

5. Health Risks Associated with Use of Alcohol and Other Drugs

a. Alcohol

- addiction (particularly for individuals with alcoholism in their families)
- every drinking episode results in some irreversible damage to brain cells
- fetal alcohol syndrome (birth defects caused by women drinking during pregnancy)
- increased risk of cirrhosis, ulcers, heart disease, injury by accident, cancer of mouth, esophagus, liver and stomach
- blackouts
- development of personality disorders
- increased tendency to abusive behavior
- impaired judgment may lead to life-threatening situations (physical alcohol/unwanted pregnancy)
- loss of inhibitions
- malnutrition and resultant damage to muscle, bone and other tissues
- circulatory impairment
- depression of central nervous system function
- increased effect of narcotics/tranquilizers when used together
- alcohol poisoning leading to possible coma and death

b. Marijuana

- psychological addiction depending on patterns of use
 - stored in body fat for 4-6 weeks
 - disruption of brain function is caused by a motivational syndrome (loss of energy and enthusiasm including short-term memory loss and impaired depth perception and time/space orientation)
 - lung damage due to tar and other chemicals
 - increased heart rate
 - increased appetite which can lead to weight gain
 - idiosyncratic constriction of air passages in lungs of asthmatics
 - disruption of reproductive organ function in men and women
- c. Stimulants (Ephedrine, Crystal Meth, Crack, Cocaine, Ritalin, etc.)
- extremely addictive
 - development of overwhelming, uncontrollable compulsion to repeat use (with “crack” cocaine)
 - central nervous stimulant
 - increased heart rate, respiratory rate and blood pressure
 - possible death-producing fibrillation of the heart
 - possible death-producing seizures and strokes
 - impairs judgment
 - anxiety, restlessness, apprehension, hyperactivity, impulsiveness, exhaustion, delusional thinking
 - increased tendency of abusive behavior
- d. Inhalants (Diverse group of chemicals, including solvents, aerosols, gases, and volatile nitrites)
- depression of the central nervous system, can lead to death from a single use
 - psychologically and physically addictive
 - headache, muscle weakness, abdominal pain, nausea, vomiting, nosebleeds, tremors
 - heart, lung, kidney, and liver impairment/damage
 - brain and nervous system damage and paralysis
- e. Heroin
- prolonged psychological dependence
 - rapid tolerance and physical addiction
 - depression in central nervous system, suppression of pain sensation and relief from anxiety
 - possible collapsed veins and infections such as hepatitis, endocarditis, or HIV/AIDS due to
 - needle infection transmission
 - irregular heartbeat and breathing
 - drowsiness which may progress to coma and death depending on dose
 - possibility of severe health consequences depending on the inert chemicals with which the heroin is combined

*The above information on health risks was compiled by the Health Services.

6. Criminal and Legal Sanctions Associated with Drug and Alcohol Use

The Department of Public Safety maintains a list of the [legal sanctions associated with alcohol and drug abuse](#). In general, severe sanctions may be imposed upon an individual who manufactures, distributes or possesses controlled substances such as marijuana, cocaine, crack or prescription drugs. The penalties may be doubled for offenses occurring on or near the College. These penalties include fines and imprisonment.

The illegal purchase or possession of alcohol or providing alcohol to minors carries penalties including fines and imprisonment. Additional information regarding penalties related to the illegal purchase or possession of alcohol may be obtained from the Department of Public Safety.

Further, the Department of Higher Education’s Alcohol Policy (BHE 99-02) incorporated into the guidelines for Campus safety and security and Campus codes of conduct adopted by the Board in May 1997, call on campuses to add to the list of zero tolerance offenses third offense underage possession or consumption of any alcoholic beverage following progressive discipline for the first two offenses.

Addendum #2: Medical Amnesty & Good Samaritan Policy

Community health and well-being are paramount to a vibrant college experience. If a member of the MCLA community is experiencing a medical emergency or crisis, we expect others to call trained professionals for help, to stay with the person who needs help, and to cooperate with the responding officials. The College understands the hesitation to call for help if there is fear that the callers or the person who needs assistance might face consequences due to the circumstances of the emergency (e.g., underage drinking, or the overconsumption of cannabis edibles). However, barring exceptional circumstances as determined by the Dean of Students, Dean for Title IX, Equal Opportunity, and Student Wellness or their designee (e.g., assaults, hazing, use of weapons, harassment, etc.), the College will apply amnesty to those who need assistance and those who ask for that assistance.

Amnesty allows students involved in potential violations of the Community Standards to engage in an adaptable conflict resolution process without that potential violation impacting their student disciplinary record. The goal of an amnesty-based resolution is to ensure wellness, to understand the circumstances that caused the concern, and to find the appropriate educational opportunity to increase future success.

MCLA also has a specific Alcohol and Other Drugs Medical Amnesty Statement, which is below.

1. Alcohol/Drugs

MCLA is concerned about the use and abuse of alcohol and other drugs in our community. Alcohol abuse and illegal drug use impact the entire MCLA community. The College's primary concern with legal AOD use is the safety and well-being of our students. Students are expected to abide by Massachusetts law and College policies around AOD. For of age students who choose to consume alcohol, the MCLA expects that they do so appropriately to avoid compromising personal safety.

MCLA acknowledges there may be times when students may face medical emergencies involving AOD use. In these situations, the College expects students to request emergency medical assistance for oneself or someone who may be suffering from a serious medical condition, including alcohol poisoning.

Signs of serious intoxication/impairment include:

- The inability to rouse the person with loud shouting or vigorous shaking
- Someone who is passed out
- Someone who is semi-conscious or goes in/out of consciousness
- Slow (< 8 breaths/minute) or irregular breathing or lapses in breathing of 10 seconds or more
- Cold, clammy, or bluish skin
- Vomiting while passed out, not waking up after vomiting or incoherent while vomiting

Because the safety and welfare of students is the MCLA's priority, the College has instituted a medical amnesty policy. This policy is applicable to the following individuals: 1) the student requesting medical assistance for oneself; 2) the student(s) requesting medical assistance for another person; and 3) the student(s) for whom medical assistance was provided.

When responding to an AOD violation, MCLA will consider the student's decision to request medical assistance, and in most cases, view the act of seeking medical assistance as good judgment, therefore not deserving of the typical range of AOD sanctions. Thus, if it is determined that the medical amnesty policy applies to a situation, the students involved will not be subject to a violation of the AOD policy. Referral for AOD education still applies.

This policy does not protect students who repeatedly violate College policies. Once a student receives medical amnesty, future amnesty is at the discretion of the Office of Student Affairs. The Dean of Students or designee also have discretion to determine that this policy does not apply in more serious situations, including criminal possession of drugs, property damage, violence, etc.

Medical Emergency Reporting Procedures

Students should seek immediate help if any of the above signs are present as they indicate a potentially life-threatening emergency. If the incident is on campus students are expected to contact the MCLA Campus Police (413) 662-5100 or 5100 when they believe assistance is needed. MCLA Campus Police will respond and evaluate the student in question. If medical assistance is deemed necessary, the College expects the student to accept such assistance. If the decision is made to transport a student to the hospital for medical attention, MCLA expects the student to accept transportation. If the seriously intoxicated/impaired individual is located within a residence area, a member of the Residence Life staff should also be notified.

In case of an off-campus emergency, students should call 911 for assistance by local police or medical professionals. A seriously intoxicated/impaired individual should never be left alone.

2. Sexual Assault

MCLA recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that prohibited conduct under the College's Title IX policies occurs may be hesitant to report incidents due to fear of potential consequences for their own conduct. The College strongly encourages students to report such prohibited conduct. A student bystander or reporter acting in good faith who discloses any incident of prohibited conduct under these procedures to a MCLA official or to Public Safety will not be subject to action under MCLA's Community Standards for violation of alcohol and/or drug use occurring at or near the time of the commission of the prohibited conduct. While no disciplinary action will be taken, MCLA reserves the right to take steps necessary to address health and safety concerns for the individual and the community, as well as the right to report truthfully to licensing bodies.

In a situation where a sexual assault or other incident of sexual misconduct is alleged to have been committed against any individual(s), students are encouraged to (1) contact MCLA Campus Police (413) 662-5100 or 5100, The Dean for Title IX, Equal Opportunity, and Student

Wellness or other college officials to report the incident; (2) remain with the individual(s) needing support and cooperate with emergency personnel as long as it is safe to do so; and (3) meet with appropriate College officials after the incident and cooperate with any College investigation.



Addendum #3 Discrimination

The complete [State University System EO Plan](#) is available on the MCLA website. Below is an outline of the policy as it relates to Discrimination.

For additional information about MCLA's Title IX Sexual Harassment Policy or the Equal Opportunity, Diversity and Affirmative Action Plan, please contact: Dean of Title IX, Equal Opportunity and Student Wellness, Patrick Connelly, Student Affairs, MountainOne Wellness Center(413) 662-5127.

A written explanation of the rights and options is provided to students or employees who report to the College they have experienced a violation of policies related to Title IX or Equal Opportunity.

1. Policy Statement on Affirmative Action and Non-Discrimination

The Department of Higher Education of the Commonwealth of Massachusetts (DHE) is responsible, pursuant to Chapter 15A of the General Laws of the Commonwealth of Massachusetts, for the overall governance of the public higher education system, which includes the nine State Universities. MCLA is committed to maintain and promote a policy of non-discrimination on the basis of race, color, creed, religion, national origin, gender, age, disability, sexual orientation, gender identity, genetic information, marital status, political belief or affiliation, and veteran status.

This policy incorporates by reference, and where applicable, the requirements of: Titles VI and VII of the Civil Rights Act of 1964; Title VI of the Civil Rights Act of 1968; Titles I and II of the Civil Rights Act of 1991; Title IX of the Education Amendments of 1972 and its regulations found at 34 C.F.R. part 106; Equal Pay Act of 1963; Civil Rights Restoration Act of 1988; Sections 503 and 504 of the Rehabilitation Act of 1973; Americans with Disabilities Act of 1990; Section 402 of the Vietnam-era Veterans Readjustment Act of 1974, Uniformed Services Employment and Reemployment Rights Act (USERRA); Age Discrimination Act of 1975; Age Discrimination in Employment Act of 1967, as amended; Family and Medical Leave Act of 1993; Federal Executive Order 11246 of 1965, as amended by Executive Order 11375 of 1967; Federal Executive Order 12900 of 1994; Federal Executive Order 13145 of 2000; Federal Executive Order 13160 of 2000; Federal Executive Order 13166 of 2000; Massachusetts Civil Rights Act; Massachusetts General Laws Chapters 151B, 151C, and Chapter 149; directives of the DHE, the Boards of Trustees of the State Colleges and the Commonwealth of Massachusetts; and other applicable local, state and federal constitutions, statutes, regulations and executive orders.

Where to Get Help

Students are encouraged to talk with the Equal Opportunity Officer, Student Affairs Division Office or other Student Affairs staff if they witness discriminatory behavior or if they feel they may be the object of discrimination. All Student Affairs staff are prepared to assist students who feel they have experienced discrimination. Students who have experienced discrimination or harassment as defined by these policies are encouraged to file an official complaint with the Dean of Title IX, Equal Opportunity, and Student Wellness Patrick Connelly, Student Affairs, Mountainone Wellness Center, (413) 662-52127.

2. Policy Against Discrimination, Discriminatory Harassment, and Retaliation

MCLA is committed to educating, training, and preparing our students to live and work in our increasingly global and diverse workforce. We work every day to provide an inclusive, equitable, and just learning, living, and work environment that values difference in all forms and confronts acts of intolerance and bigotry.

- a. **Discrimination** - An intentional or unintentional act that adversely affects employment and/or educational opportunities because of a person's membership in a protected class or association with a member(s) of a protected class. Discrimination may be classified as either disparate impact (the result of an employment policy, practice or procedure that, in practical application, has less favorable consequences for a protected class than for the dominant group) or disparate treatment (employment practices, such as tests or educational requirements, that are fair and neutral on their face, but which are applied or administered in an unequal manner). A single act of discrimination or discriminatory harassment may be based on more than one protected class status.
- b. **Discriminatory Harassment** - A form of unlawful discrimination including verbal and/or physical conduct based on legally protected characteristics and/or membership in a protected class that: has the purpose or effect of creating an objectively intimidating, hostile or offensive work or educational environment; has the purpose or effect of unreasonably interfering with an individual's work or learning performance; or otherwise unreasonably adversely affects an individual's employment or educational opportunities.

- c. **Retaliation** - Taking adverse employment or educational action against a person who files claims, complaints or charges under these procedures or under applicable local, State or Federal statute, who is suspected of having filed such claims, complaints or charges, who has assisted or participated in an investigation or resolution of such claims, complaints or charges or who has protested practices alleged to have violated the non-discrimination policy of the College, the Department of Higher Education or local, State or Federal regulation or statute. Retaliation, even in the absence of provable discrimination in the original complaint or charge, constitutes as serious a violation of this Policy as proved discrimination under the original claim, complaint or charge.

Prohibited Conduct

This Policy prohibits all conditions and all actions or omissions, including all acts of discrimination, discriminatory harassment, and retaliation denying or having the effect of denying any person their rights to equity and security on the basis of their membership in or association with a member(s) of any protected class. This policy reaffirms the values of civility, appreciation for individual difference and the worth and dignity of every individual.

In order to promote an atmosphere in which equity and justice are valued and the worth of every individual is recognized, the College distributes policy statements and conducts educational programs to combat discrimination, discriminatory harassment, and retaliation.

The prohibited conduct contained in this Policy shall apply to and be enforced against all members of the College community, including, but not limited to, faculty, librarians, administrators, staff, students, vendors, contractors and all others having dealings with the institution.

3. Policy for Reasonable Accommodations for Persons with Disabilities

MCLA is committed to providing equal access to educational opportunities and employment for otherwise qualified persons with disabilities. The College recognizes that individuals with disabilities may need reasonable accommodations to have equally effective opportunities to participate in or benefit from educational programs, services, activities, and employment.

- a. **Individual with a Disability** - An individual with a disability is a person who has a physical or mental impairment substantially limiting one or more major life activities, has a record of such an impairment or is regarded as having such an impairment. Major life activities are activities an average person can perform with little or no difficulty such as walking, breathing, seeing, hearing, speaking, learning, and working.
- b. **Qualified Individual with a Disability** - A qualified student with a disability is someone who possesses the skills necessary to complete the essential academic requirements of a course and/or degree program, with or without reasonable accommodation. The essential academic requirements of a course and/or degree program are the knowledge and skills that must be acquired and demonstrated in order for a student to successfully meet the learning objectives of the course or degree program.
- c. **Reasonable Accommodation** - Modifications or adjustments to an application process, job, work environment, the way in which work is customarily performed or a course of study that permits a qualified individual with a disability to perform the essential functions of a position or to enjoy the benefits and privileges of employment or education equally with persons without disabilities. Reasonable accommodations in education may include but are not limited to: in-class aids such as note takers; extended time for examination; quiet rooms or alternate locations for testing; alternatively, formatted testing; alternatively formatted textbooks and other course materials; and/or access to assistive technology. Possible course reductions or substitutions on the basis of a disability will be carefully evaluated. Students with disabilities must meet the essential requirements of all academic degree programs.

Any student of the College seeking reasonable accommodation for a disability may contact Cindy MacDonald, Assistant Director for Disability Resources for more information.

4. Complaint Procedures

MCLA has established complaint procedures to help resolve claims and complaints of discrimination, discriminatory harassment, and retaliation on our campus. These procedures will also specifically address claims and complaints of sexual harassment and failure to accommodate or to provide appropriate auxiliary aids and academic adjustments for a person with disabilities as prescribed by the ADA, the Rehabilitation Act, and Massachusetts General Laws Chapters 151B and 151C. The Discrimination Complaint Procedures serve as a system of review and resolution for both informal claims and formal complaints of discrimination, discriminatory and sexual harassment and retaliation on any of the above-mentioned protected bases. Any applicant for employment or admission or any member of the College

community who believes they are the victim of discrimination or harassment may initiate an informal claim or formal complaint as outlined in the Discrimination Complaint Procedures, the full text of which is located on the College's website and in the Equal Opportunity, Diversity and Affirmative Action Plan. Further advice or information may be obtained by contacting the Student Affairs Division Office or the Equal Opportunity Officer (Patrick Connelly, Student Affairs, MountainOne Wellness Center, (413) 662-5127).



Addendum #4: Title IX information from the Massachusetts State University Equal Opportunity, Diversity, & Affirmative Action Plan

MA State Universities - Title IX Sexual Harassment Policy

BRIDGEWATER STATE UNIVERSITY

FITCHBURG STATE UNIVERSITY

FRAMINGHAM STATE UNIVERSITY

MASSACHUSETTS COLLEGE OF ART AND DESIGN

MASSACHUSETTS COLLEGE OF LIBERAL ARTS

MASSACHUSETTS MARITIME ACADEMY

SALEM STATE UNIVERSITY

WESTFIELD STATE UNIVERSITY

WORCESTER STATE UNIVERSITY

Effective Date: August 14, 2020

Contents

Article I. Policy Introduction.....	42
Article II. Policy Definitions.....	42
Article III. Policy Application.....	45
Article IV. Policy Dissemination	45
Article V. Policy Offenses.....	45
Section V.1 Title IX Prohibited Sexual Harassment.....	45
Section V.2 Retaliation	46
Section V.3 Conduct That Is Not Prohibited	47
Article VI. Consensual Relationships.....	47
Section VI.1 Faculty/Administrator/Staff Member Relationships with Students.....	47
Section VI.2 Relationships Between Supervisors and Subordinates or Between Co-Workers	47
Article VII. Making a Report.....	47
Section VII.1 Title IX Coordinator	47
Section VII.2 Law Enforcement.....	48
Section VII.3 Confidential Reports.....	48
Article VIII. Resources	49
Section VIII.1 Immediate Needs.....	49
Section VIII.2 Confidential Medical Attention.....	49
Section VIII.3 Community Counseling and Support Resources	50
Section VIII.4 Private Non-Confidential Campus Resources.....	51
Article IX. Employees' Duty to Report	52
Section IX.1 Campus Security Authorities (CSA).....	52
Section IX.2 Employees' Duty to Report Discrimination, Discriminatory Harassment, and Retaliation.....	52
Section IX.3 Mandatory Reports Involving Minors and Vulnerable Adult Populations.....	52
Article X. Employees' Duty to Cooperate.....	52
Article XI. Amnesty.....	53
Article XII. False Reporting.....	53
Article XIII. University Response to Sexual Harassment.....	53
Section XIII.1 Emergency Removal of Respondent	53
Section XIII.2 Administrative Leave of Employee.....	53
Section XIII.3 Response to a Formal Complaint.....	53
Article XIV. Written Notification of Rights.....	54
Article XV. Training.....	55
Article XVI. Recordkeeping.....	56
Article XVII. Statistical Reporting and Timely Warnings under The Clery Act	56
Article XVIII. Compliance Concerns	56
Article XIX. Title IX Complaint and Resolution Procedures.....	56
Section XIX.1 Freedom from Bias and Conflict of Interest.....	57
Section XIX.2 Parties to a Complaint.....	57

Section XIX.3 Making a Formal Complaint.....	57
Section XIX.4 Notice of Allegations.....	58
Section XIX.5 Resolution Options.....	59
Section XIX.6 Formal Resolution Process.....	60
Section XIX.7 Formal Complaint Resolution Timeline.....	64

Article I. Policy Introduction

Together, Bridgewater State University, Fitchburg State University, Framingham State University, Massachusetts College of Art and Design, Massachusetts College of Liberal Arts, Massachusetts Maritime Academy, Salem State University, Westfield State University, and Worcester State University (collectively, “the Universities”) are committed to maintaining safe and healthy learning, living, and working environments that are free from all forms of discrimination and harassment.

Consistent with their commitment, the Universities do not discriminate on the basis of sex in the education program or activity that they operate, and are required by Title IX of the Education Amendments of 1972 (“Title IX”) to not discriminate in such a manner. The requirement not to discriminate in the education program or activity extends to admission and employment. Inquiries about the application of Title IX to the Universities may be referred to each respective institution’s Title IX Coordinator, to the Assistant Secretary of the Office for Civil Rights, or both.

This Title IX Sexual Harassment Policy (“Policy”) prohibits sexual harassment, sexual assault, dating violence, domestic violence, stalking, and retaliation as defined under Title IX and outlines the procedures for resolution of reports of these behaviors. The Universities provide educational and prevention programs, services for individuals who have been affected by discrimination and harassment on the basis of sex, and accessible, timely and equitable methods of investigation and resolution of complaints.

Previously known as the “Sexual Violence Policy,” the Title IX Sexual Harassment Policy has been amended, and renamed, to be consistent with the Title IX Regulations that became effective August 14, 2020. Additionally, this policy is intended to comply with the reauthorized Violence Against Women Reauthorized Act of 2018 (“VAWA”), including the Campus SaVE Act, and the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (“Clery Act”). The Title IX Sexual Harassment Policy replaces and supersedes the “Sexual Violence Policy” previously contained on pages 13-45 of the Equal Opportunity, Diversity and Affirmative Action Plan (“EO Plan”).

The Universities prohibit all forms of discrimination, harassment, and sexual misconduct. These behaviors are antithetical to the mission of the Universities and, if not covered by this Policy, the Universities ensure that such conduct is prohibited and addressed through the Policy Against Discrimination, Discriminatory Harassment, and Retaliation contained in the EO Plan, Student Code of Conduct and/or employee handbooks and collective bargaining agreements.

Article II. Policy Definitions

Actual Knowledge

Notice of sexual harassment or allegations of sexual harassment to the University’s Title IX Coordinator or any official of the University who has authority to institute corrective measures on behalf of the University. The mere ability or obligation to report sexual harassment or to inform a student about how to report sexual harassment, or having been trained to do so, does not qualify an individual as one who has authority to institute corrective measures on behalf of the University. Imputation of knowledge based solely on vicarious liability or constructive notice is insufficient to constitute actual knowledge. This standard is not met when the only official of the University with actual knowledge is the Respondent.

Administrative Investigator

The Administrative Investigator is an impartial fact finder who investigates alleged violations of this Policy by interviewing parties and witnesses, collecting and reviewing statements and other relevant evidence, and providing a detailed, unbiased report regarding the findings of the investigation.

Advisor

A single person of the party's choice, who may be, but is not required to be, an attorney, who may be present in any meeting or grievance proceeding, and who may inspect and review evidence. It is the advisor's responsibility to conduct cross-examination during the live hearing.

The advisor's role is otherwise strictly limited to providing direct and non-disruptive assistance to the party.

Appellate Administrator/Body

The Appellate Administrator/Body is annually trained and authorized by the Title IX Coordinator or designee to conduct a review of a decision made regarding an emergency removal, dismissal of a complaint, or decision reached by a Decision Maker(s).

Coercion

Unreasonable pressure or emotional manipulation to persuade another to engage in sexual activity. When someone makes it clear that they do not want to engage in sexual behavior, or they do not want to go beyond a certain point of sexual activity, continued pressure beyond that point can be considered coercive. Being coerced into sexual activity is not consent to that activity.

Complainant

An individual who is alleged to be the victim of conduct that could constitute sexual harassment under this Policy. At the time of filing a formal complaint, a Complainant must be participating in or attempting to participate in the education program or activity of the University with which the formal complaint is filed.

Consent

An understandable exchange of affirmative words or actions, which indicates a willingness by all parties to participate in mutually agreed upon sexual activity. Consent must be informed and freely and actively given. It is the responsibility of the initiator to obtain clear and affirmative responses at each stage of sexual involvement. Consent to sexual activity may be withdrawn at any time, as long as the withdrawal is communicated clearly.

Whether an individual has taken advantage of a position of influence over a Complainant may be a factor in determining consent. A position of influence could include supervisory or disciplinary authority.

Silence, previous sexual relationships or experiences, and/or a current relationship may not, in themselves, be taken to imply consent. While nonverbal consent is possible (through active participation), it is best to obtain verbal consent. Similarly, consent to one form of sexual activity does not imply consent to other forms of sexual activity.

Day

Day may refer to a calendar day or business day and will be specified in each instance in the Policy. A calendar day is any 24-hour period including weekends and holidays. A business day is a weekday, Monday through Friday, on which the Universities are open. Business days explicitly exclude Saturdays, Sundays, and holidays on which the Universities are closed for regular business.

Decision Maker

The Decision Maker is trained to participate in the hearing process and private deliberations. Decision Makers determine the relevance of proposed questions during hearings, and issue written determinations of responsibility that include all findings, sanctions, and remedies.

Education Program or Activity

All operations of the University including locations, events, or circumstances at or in which the University exercises substantial control over both the Respondent and the context in which the sexual harassment occurs, including any building owned or controlled by a student organization that is officially recognized by the University. Additionally, education programs and activities include:

- Operations on campus or on other property owned or controlled by the University, including networks, digital platforms, social media accounts, and computer hardware or software owned or operated by, or used by the University; or

- off-campus incidents in which the University exercised substantial control over both the Respondent and the context in which the behavior occurred.

Evidence

Information that is presented to establish whether a fact is more or less true. The type and extent of evidence available will differ based on the facts of each incident, but explicitly includes the parties' own statements and statements of witnesses. Evidence may be inculpatory or exculpatory.

Exculpatory evidence is evidence that is favorable to the Respondent in that it exonerates or tends to exonerate the Respondent of responsibility.

Inculpatory evidence is evidence that shows, or tends to show, a person's involvement in an act, or evidence that can establish responsibility.

Evidence must be relevant, according to the ordinary meaning of the word.

Information or evidence protected by a legally recognized privilege (e.g., attorney/client, doctor/patient) is excluded from consideration unless the holder of the privilege has waived the privilege in writing to the Title IX Coordinator.

In addition, in accordance with Title IX regulations and the Massachusetts Rape Shield Law (Mass. G.L. c. 233, § 21B) the Respondent or their Advisor are prohibited from asking questions related to the Complainant's alleged prior sexual behavior or alleged sexual reputation unless offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent. Outside of the specific allowable exceptions, such information is not considered relevant.

Force

The use of physical strength or action (no matter how slight), violence, threats of violence or intimidation (implied threats of violence) as a means to engage in sexual activity. A person who is the object of actual or threatened force is not required to physically, verbally or otherwise resist the aggressor, and lack of such resistance cannot be relied upon as the sole indicator of consent.

Formal Complaint

A document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the University investigate the allegation of sexual harassment.

Incapacitation

An individual who is incapacitated by alcohol and/or drugs, whether voluntarily or involuntarily consumed, may not give consent. Alcohol or drug related incapacitation is more severe than impairment, being under the influence, or intoxication. Evidence of incapacity may be detected from context clues, such as slurred speech, bloodshot eyes, the smell of alcohol on the breath, shaky equilibrium, vomiting, unusual behavior or unconsciousness. While context clues are important in determining incapacitation, they alone do not necessarily indicate incapacitation.

Persons unable to consent due to incapacitation also include, but are not limited to: persons under age sixteen (16); persons who are intellectually incapable of understanding the implications and consequences of the act or actions in question; and persons who are physically helpless. A physically helpless person is one who is asleep, blacked out, involuntarily physically restrained, unconscious, or, for any other reason, unable to communicate unwillingness to engage in any act. The use of alcohol or drugs to render another person mentally or physically incapacitated as a precursor to or part of a sexual assault is prohibited.

The use of alcohol, medications or other drugs by the Respondent or accused does not excuse a violation of this Policy.

Preponderance of Evidence

Preponderance of evidence is a standard of review. Under this standard, conclusions by the Decision Maker must be based on what "more likely than not" occurred, based on available information and evidence. Accordingly, the Decision Maker must determine whether it is more likely than not that the Respondent violated this Policy.

Respondent

An individual who has been reported to be the perpetrator of conduct that could constitute sexual harassment. A Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the grievance process.

Supportive Measures

Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant or the Respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to the University's education program or activity without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the University's educational environment, or deter sexual harassment. Supportive measures may include, but are not limited to, counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules or dining arrangements, campus escort services, mutual restrictions on contact between the parties, changes in work or housing locations, restrictions from areas of campus, leaves of absence, increased security and monitoring of certain areas of the campus, statutorily provided leave to employees, and other similar measures.

The University will maintain as confidential any supportive measures provided to the Complainant or Respondent, to the extent that maintaining such confidentiality would not impair the ability of the University to provide the supportive measures.

The Title IX Coordinator, or designee, is responsible for coordinating the effective implementation of supportive measures.

Article III. Policy Application

The Policy applies to all members of the campus communities, including, but not limited to, students, faculty, librarians, staff, visitors, contractors, and applicants for employment or admission, or any other person participating in an education program or activity of the University. The Policy applies to on-campus and off-campus conduct, including online and virtual, that takes place in the United States within an education program or activity.

The Universities prohibit all forms of discrimination, harassment, and sexual misconduct. These behaviors are antithetical to the mission of the Universities and, if not covered by this Policy, the Universities ensure that such conduct is prohibited and addressed through the Policy Against Discrimination, Discriminatory Harassment, and Retaliation contained in the EO Plan, Student Code of Conduct and/or employee handbooks and collective bargaining agreements.

Article IV. Policy Dissemination

Each University will prominently display the contact information for the institution's Title IX Coordinator, including the name or title, office address, electronic mail address, and telephone number of the employee or employees designated as the Title IX Coordinator(s).

Each University will further prominently display the Title IX policy statement on its website and in each handbook or catalog that it makes available to applicants for admission and employment, students, employees, and all unions or professional organizations holding collective bargaining or professional agreements with the University.

Article V. Policy Offenses

Section V.1 Title IX Prohibited Sexual Harassment

(a) Sexual Harassment

The Universities prohibit, under this Policy, conduct on the basis of sex that satisfies one or more of the following conditions:

1. An employee of the University conditioning the provision of an aid, benefit, or service of the University on an individual's participation in unwelcome sexual conduct; or,
2. Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the University's education program or activity.

Additionally, the behaviors as outlined in subsections (b) through (e) of this section constitute sexual harassment under this Policy.

(b) Sexual Assault

An offense classified as a forcible or non-forcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation. Attempts to commit any of these acts are also prohibited.

(i) Sexual Assault – 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 (or attempts to commit the same). This includes any gender of victim or Respondent.

(ii) Sexual Assault – Fondling

Fondling is the touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances in which the victim is incapable of giving consent because of age and/or because of temporary or permanent mental incapacity

(iii) Statutory Rape

Sexual intercourse with a person who is under the statutory age of consent, which is 16 years old in Massachusetts.

(iv) Incest

Non-forcible sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.

(c) Dating Violence

Any act of violence or threatened violence 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 shall be determined based on a consideration of the following factors: (i) the length of the relationship, (ii) The type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship. This includes, but is not limited to, sexual, emotional or physical abuse, or the threat of such abuse.

(d) Domestic Violence

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

(e) Stalking

Engaging in a course of conduct directed (directly, indirectly, through a third party or other means) at a specific person that would cause a reasonable person to— (A) fear for their safety or the safety of others; or (B) suffer substantial emotional distress. For the purposes of this Policy, the behaviors must be directly related to that person's sex.

Section V.2 Retaliation

Neither the Universities nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under Title IX or this policy.

Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sexual harassment, but arise out of the same facts or circumstances as a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or this policy, constitutes retaliation.

The Universities will keep confidential the identity of any individual who has made a report or complaint of sexual harassment, any Complainant, any individual who has been reported to be the perpetrator of sexual harassment, any Respondent, and any witness, except as may be permitted by the FERPA statute, 20 U.S.C. 1232g; or FERPA regulations, 34 CFR part 99; or as required by law; or to carry out the purposes of Title IX and this policy, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

Exercise of rights protected under the First Amendment does not constitute retaliation. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy does not constitute retaliation; however, a determination regarding responsibility, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Section V.3 Conduct That Is Not Prohibited

The Universities are committed to protecting, maintaining and encouraging both freedom of expression and full academic freedom of inquiry, teaching, service and research. Nothing in this Policy shall be construed to penalize a member of the University community for expressing an opinion, theory, or idea in the process of responsible teaching and learning. Any form of speech or conduct, no matter how offensive, unpleasant or even hateful, which is protected by the principles of academic freedom or the U.S. Constitution, is not subject to this policy.

Article VI. Consensual Relationships

Consensual romantic and/or sexual relationships in which one party retains a direct supervisory or evaluative role over the other party are unethical and create a risk for real or perceived coercion. The Universities do not intrude upon private choices regarding personal relationships when these relationships do not violate the Universities' policies, or cause harm or increase the risk of harm to the safety and wellbeing of members of the campus community.

Section VI.1 Faculty/Administrator/Staff Member Relationships with Students

No faculty member shall have a romantic and/or sexual relationship, consensual or otherwise, with a student who is being taught or advised by the faculty member or whose academic work is being supervised or evaluated, directly or indirectly, by the faculty member. No administrator or staff member shall have a romantic and/or sexual relationship, consensual or otherwise, with a student who the administrator or staff member supervises, evaluates, advises, or provides other professional advice or services as part of a University program or activity. A romantic and/or sexual relationship, consensual or otherwise, between a faculty member, administrator or staff member and a student is looked upon with disfavor and is strongly discouraged.

Section VI.2 Relationships Between Supervisors and Subordinates or Between CoWorkers

A consenting romantic and/or sexual relationship between a supervisor and subordinate or coworkers may interfere with or impair the performance of professional duties and responsibilities and/or create an appearance of bias or favoritism. Further, such relationships could implicate state ethics laws and/or result in claims of discrimination, sexual violence, sexual harassment, gender-based harassment, domestic violence, dating violence, stalking and retaliation. Therefore, such workplace relationships are strongly discouraged.

Article VII. Making a Report

Complainants have the right to not make a complaint to anyone. A number of reporting options are available and the Universities strongly encourage seeking support from medical, counseling, and other support services.

Section VII.1 Title IX Coordinator

Each University has designated and authorized at least one employee to coordinate its efforts to comply with its responsibilities under Title IX, who is referred to as the "Title IX Coordinator."

Any person may report sex discrimination, including sexual harassment, whether or not the person reporting is the person alleged to be the victim of conduct that could constitute sex discrimination or sexual harassment. Reports may be made in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, electronic form (if available), or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report. Such a report may be made at any time (including during nonbusiness hours) by using the reporting options available at the time of the report. Reports do not constitute a formal complaint under this Policy unless they meet the criteria specified in the Title IX Complaint and Resolution Procedures.

The Title IX Coordinator will assist Complainants in notifying law enforcement, if requested by the Complainant.

The Title IX Coordinator, or designee, is responsible for coordinating the effective implementation of supportive measures and is responsible for receiving and responding to requests for disability accommodations related to supportive measures and participation in the grievance process. The Title IX Coordinator may collaborate with other appropriate offices on campus to provide necessary accommodations under this policy.

The Title IX Coordinator for _____ is:

Name or Title:

Office Address:

Email:

Phone:

[Insert institution-specific website and/or reporting link, if applicable]

Section VII.2 Law Enforcement

Complainants may file a criminal complaint with Campus Police/Public Safety, the local police department where the incident occurred, and/or other state and federal law enforcement agencies. Complainants can make both a criminal report and a report to the University and do not have to choose one or the other. The Universities encourage victims of crimes to report incidents to the police so that the police can take appropriate measures to help victims and prevent future crimes. In addition to the Title IX Coordinator, Campus Police/Public Safety will help in filing a report with local law enforcement, should the Complainant request assistance.

Complainants are never required, however, to report an incident to Campus Police/Public Safety or local law enforcement. If a Complainant elects not to make a criminal report, the Universities will respect that decision; however, the Universities may have an obligation under the Clery Act to inform Campus Police/Public Safety of an alleged crime, but will not disclose the Complainant's name.

If a Complainant chooses to make a report to Campus Police/Public Safety, an investigation will be conducted and, if the Complainant so requests, they will receive assistance in filing criminal charges against the Respondent. Campus Police/Public Safety can also assist a Complainant in the process of obtaining protective restraining orders and abuse prevention orders for sexual harassment, sexual assault, dating violence, domestic violence, and stalking.

Campus Police/Public Safety have specially trained officers to respond to complaints of sexual assault and dating/domestic violence. Whenever possible, Campus Police/Public Safety will make every effort to offer female Complainants/victims an opportunity to have a female officer present during all interviews.

Reports to law enforcement and/or criminal complaints do not constitute a formal complaint to the University under this Policy unless they meet the criteria specified in the Title IX Complaint and Resolution Procedures.

Section VII.3 Confidential Reports

Persons who have experienced prohibited forms of sexual harassment under this policy may share information confidentially with designated employees ("Confidential Employees") who cannot reveal identifying information to any third party unless one or more of the following conditions is present:

- the individual has provided written consent to disclose information;
- there is a concern about imminent harm to self or others;
- the information concerns the neglect or abuse of someone who is a minor, elderly, or disabled; or
- an employee has been charged with providing non-identifiable information for purposes of the Clery Act.

"Confidential Employees" include:

- licensed mental health counselors,
- licensed health care personnel,
- pastoral counselors, or
- clergy who work for the Universities.

Employees may also report such misconduct in strict confidence through the Employee Assistance Program.

Please bear in mind, however, that if one requests certain supportive measures from the University (e.g., extension for academic work or changing classes, residence halls or work locations), the Dean of Students and/or other University officials as necessary may be contacted only for the purpose of providing the requested measures. In such cases, one's privacy will be maintained to the extent that respecting confidentiality will not impair the University's ability to provide the requested

measures. One may also confidentially report sexual harassment, sexual assault, domestic violence, dating violence, stalking, and/or retaliation as well as other forms of sexual violence and gender-based harassment to community support resources, which are not required to share information with the Universities.

Article VIII. Resources

The safety, health and well-being of the campus communities are of paramount importance to the Universities. Any person who experiences any form of sexual assault, sexual harassment, domestic violence, dating violence, stalking, or retaliation, or similar harmful behaviors regardless of whether they are expressly prohibited by this Policy, is strongly urged to speak with someone to get the support they need, no matter when or where the incident occurred. For information on the location, phone numbers, hours and services provided for the campus and community resources listed below, please contact the Title IX Coordinator or Deputy Title IX Coordinator, the EO Officer, Human Resources, Student Life or Student Conduct, Residence Life, Health Services, the Counseling Center and/or Campus Police/Public Safety. The information is also listed on each University's website.

Section VIII.1 Immediate Needs

(a) Assuring One's Safety

If an incident occurs, the Universities encourage one to report the incident and seek both police and medical assistance. Seeking police or medical assistance does not obligate one to make a complaint or take any further action, but the decision to seek medical help and gather evidence allows one to preserve the full range of available options. The Universities will assist any community member to get to a safe place, provide transportation for medical help and, if requested, contact law enforcement. For help at any time, contact Campus Police/Public Safety or, during regular University business hours, contact the Title IX Coordinator.

(b) Preserving Evidence

Any person who has experienced sexual violence is encouraged to take steps to preserve evidence of the incident, as doing so may be necessary to prove that a crime occurred, or to obtain a protection order from the court. After an incident occurs, one should try to refrain from bathing, showering, brushing teeth, drinking, eating, douching or changing clothes until the evidence can be collected. If one changes clothes, one should place each garment in a separate paper (not plastic) bag. If the incident involves any written or electronic communications (e.g., pictures/videos, texts, social media posts, etc.), care should be taken to preserve copies and not delete the original communication.

Section VIII.2 Confidential Medical Attention

Medical attention is strongly encouraged to treat any possible injuries, including internal injuries, or infections. Please note that there are some medical actions that are more effective if taken within a few days after an offense, such as preventative treatment for pregnancy and sexually transmitted infections, evidence collection, and toxicology testing, if there are signs that drugs or alcohol facilitated the offense. One may generally discuss the incident with licensed medical personnel confidentially.

(a) Confidential Medical Resources on Campus

Students may access the services of the Student Health Center on a confidential basis. Employees may seek confidential counseling and referral services from the Employee Assistance Program ("EAP").

(b) Confidential Community Medical Resources

Sexual Assault Nurse Examiners (SANEs) are specially trained, certified professionals skilled in performing quality forensic medical-legal exams. One may find more information about SANE services and where to obtain them here:
<https://www.mass.gov/ma-sexual-assault-nurseexaminer-sane-program>.

(c) Confidential Counseling and Support

Generally, one may discuss the incident with a licensed mental health counselor or a counselor recognized by a religious order or denomination on a confidential basis. These counselors are good options if one wishes to discuss one's situation with someone who can keep information about an incident as confidential as possible while assisting in determining next steps, such as obtaining further counseling, seeking medical attention, preserving evidence, and/or reporting to University or law enforcement authorities then or at a later time.

(d) Confidential Counseling and Support Resources on Campus

Students may access Counseling Services on a confidential basis. Employees may seek the confidential services of the EAP. All community members may access the confidential services of religious/pastoral counselors on campus, if any.

Section VIII.3 Community Counseling and Support Resources

Many off-campus counseling resources are available. These service providers are not required to report any information to the University and will generally maintain one's confidentiality.

(a) National and State Organizations

- The National Stalking Resource Center: <https://victimsofcrime.org/stalking-resourcecenter/>
- Stalking, Prevention, Awareness, and Resource Center (SPARC): <https://www.stalkingawareness.org/>
- National Sexual Assault Hotline: 800-656-4673 (24 hour) <https://www.rainn.org/aboutnational-sexual-assault-telephone-hotline>
- RAINN [Rape Abuse & Incest National Network]: 800-656-4673 (Hotline) www.rainn.org (On-Line Live Chat)
- Safelink MA Hotline: 877.785.2020 (24/7)
- MA Spanish Language Rape Crisis Center Hotline (Llamanos): 800-223-5001(Hotline)
- National Domestic Violence Hotline: 800-799-7233 (24 hour)
- Healing Abuse Working for Change (HAWC): 800.547.1649 (24/7)
- Victim Rights Law Center: 115 Broad Street, 3rd Floor Boston, MA 02110 Phone: 617-399-6720 (legal services for victims of sexual assault) <https://www.victimrights.org/>
- Crisis Text Line for People of Color: Text STEVE to 741741
- The Trevor Project (LGBTQ Suicide Hotline): 866-488-7386
- Trans Lifeline: 877-565-8860
- Our Deaf Survivors Center: VP 978-451-7225, Text 978-473-2678
- MaleSurvivor: <https://malesurvivor.org>
- National Suicide Prevention Lifeline: 800-273-8255 (Hotline)

(b) Massachusetts Office for Victim Assistance (MOVA)

MOVA upholds and advances the rights of crime victims and witnesses by providing outreach and education, policy advocacy, policy and program development, legislative advocacy, grants management, and service referrals.

(i) Sexual Assault and Rape Services

MOVA supports free services throughout Massachusetts to help victims and survivors of sexual assault and rape. These services provide a range of options to support an individual's specific needs, including:

- 24/7 hotline counseling, information, and referral;
- will go with victims to hospitals and/or police stations 24/7;
- will go with a victim to court;
- provide one-to-one counseling and support group counseling; and
- provide primary prevention education, professional training and outreach. <https://www.mass.gov/sexual-assault-and-rape-services>

Greater Boston Area Boston Area

- Rape Crisis Center, Cambridge (BARCC): 800-841-8371 (24-hour hotline) 617-4926434 TTY <https://barcc.org/>,

Northeastern Massachusetts

- YWCA North Shore Rape Crisis Center, Lynn/Lawrence/Haverhill: 877-509-YWCA (9922), Spanish: 800-223-5001

- Center for Hope and Healing, Lowell: 800-542-5212 Hotline, 978-452-8723 TTY

Central Massachusetts

- Pathways for Change, Inc., Worcester: 800-870-5905 Hotline, 888-877-7130
- Pathways for Change, Inc., Fitchburg: 800-870-5905
- Wayside Trauma Intervention Services, Milford: 800-511-5070 Hotline, 508-478-4205 TTY
- Voices Against Violence, Framingham: 800-593-1125 Support line, 508-626-8686 TTY

Southeastern Massachusetts

- A Safe Place, Nantucket: 508-228-2111 Hotline, 508-228-7095 TTY
- Cape Cod Shelter & Domestic Violence Services (508) 564-7233
- Independence House, Hyannis: (508) 771-6702 or Hotline 800-439-6507
- Independence House, Falmouth: (508) 548-0533 or Hotline 800-439-6507
- Martha's Vineyard Community Services, Oak Bluffs: (508) 693-0032 Hotline or (774) 549-9659 TTY
- The Women's Center, Greater New Bedford: Hotline (508)999-6636 or (508) 996-1177 TTY
- The Women's Center, Fall River: Hotline (508) 996-3343 or (508) 996-1177 TTY
- New Hope, Attleboro: 800-323-4673 Hotline/TTY
- The Women's Center, Fall River: 508-672-1222 Hotline, 508-999-6636; TTY 508-9961177
- A New Day, Brockton: 508-588-8255 Hotline, 508-588-8255 or toll free at 888-2937273

Western Massachusetts

- Elizabeth Freeman Center, Pittsfield: 866-401-2425 Hotline, 413-499-2425 TTY Center for Women and Community, Amherst: 413-545-0800 Hotline, 413-577-0940 TTY
- NELCWIT, Greenfield: 413-772-0806 Hotline; 413-772-0815 TTY
- YWCA of Western Mass, Springfield: 800-796-8711 (24/7) Hotline and TTY; 800-2235001 Spanish
- YWCA of Western Mass, Westfield: 800-796-8711 (24/7) Hotline and TTY

(ii) Domestic Violence Services

MOVA supports free services throughout Massachusetts to help victims and survivors of domestic violence. These services provide a range of options to support an individual's specific needs.

<https://www.mass.gov/domestic-violence-services>

Section VIII.4 Private Non-Confidential Campus Resources

The Universities offer a variety of resources to those community members who have experienced or been affected by sexual harassment, sexual assault, domestic violence, dating violence, stalking, and retaliation. While the following resources are not bound by confidentiality, they will seek to keep information as confidential as possible and will only share information within the limited group of University personnel necessary to address the issues of prohibited conduct presented.

- Title IX Coordinator (and any Deputies)
- EO Officer
- Campus Police/Public Safety
- Human Resources
- Housing/Residence Life
- Student Life/Student Affairs
- Student Conduct
- Disability Services

Article IX. Employees' Duty to Report

Employees of the Universities have reporting obligations, as outlined below.

Reports are not required if knowledge of the potential violations is obtained at public awareness events, in approved research projects, and as part of coursework assignments.

Reports are also not required if made to "Confidential Employees" except where one or more of the following conditions are met:

- the reporting party has provided written consent to disclose information;
- there is a concern about imminent harm to self or others;
- the information concerns the neglect or abuse of someone who is a minor, elderly, or disabled; or
- an employee has been charged with providing non-identifiable information for purposes of the Clery Act.

Section IX.1 Campus Security Authorities (CSA)

Campus Security Authorities (CSAs) are individuals who by virtue of their University responsibilities, and under the Clery Act, are designated to receive and report criminal incidents to Campus Police/Public Safety so that they may be included and published in the University's Annual Security and Fire Safety Report (Clery Report). All Employees who are designated as CSAs for the purposes of the Clery Act must immediately provide Campus Police/Public Safety with non-identifying statistical information regarding all reported incidents of sexual assault, dating violence, domestic violence, and stalking. For a list of CSAs, please visit [INSERT INSTITUTIONSPECIFIC LINK OR CONTACT PERSON].

Section IX.2 Employees' Duty to Report Discrimination, Discriminatory Harassment, and Retaliation

Behavior prohibited under this Policy may also be prohibited under the Policy Against Discrimination, Discriminatory Harassment, and Retaliation. In terms of reports of discrimination, discriminatory harassment, or retaliation, any trustee, administrator, department chair, program coordinator, manager or supervisor who has knowledge of or receives such a report from a student or other member of the University community is obligated to report the information to the EO Officer or Title IX Coordinator as soon as the employee becomes aware of it. Likewise, any member of the campus community is encouraged to report to the EO Officer or the Title IX Coordinator any conduct of which they have direct knowledge and which they in good faith believe constitutes discrimination, discriminatory harassment, or retaliation. Any member of the University community who has a question about their reporting responsibilities should contact the Title IX Coordinator or EO Officer.

Section IX.3 Mandatory Reports Involving Minors and Vulnerable Adult Populations

Persons under 18 ("minors") may be students or may be engaged in activities sponsored by the Universities or by third parties utilizing University facilities. Where an employee has reasonable cause to believe that a minor is suffering from abuse, sexual abuse or neglect, including the sexual misconduct prohibited by this Policy, the employee and/or the University may be obligated to comply with the mandatory child abuse reporting requirements established at Mass. G.L. c. 119, §§ 51A-E. In such cases, the employee must immediately report the matter to Campus Police/Public Safety, who, in consultation with other officials, shall contact the Department of Children and Families ("DCF") and/or outside law enforcement. An employee may also directly contact law enforcement or DCF in cases of suspected abuse or neglect.

Massachusetts law also imposes mandatory reporting requirements for certain occupations where abuse or neglect of individuals with disabilities or who are over age 60 is suspected. For more information, please contact the Title IX Coordinator or Campus Police/Public Safety.

Article X. Employees' Duty to Cooperate

Every faculty member, librarian, administrator, staff member and University employee has a duty to cooperate fully and unconditionally in an investigation conducted pursuant to the Title IX Complaint and Resolution Procedures of this Policy and of the EO Plan, subject to the provisions of any applicable collective bargaining agreements. This duty includes, among other things, speaking with the EO Officer, Title IX Coordinator, Administrative Investigator, Decision Maker, or Appellate Body, and voluntarily providing all documentation that relates to the claim being investigated. The failure and/or refusal of any employee, other than an employee subject to criminal charges or who invokes a Fifth Amendment privilege, to cooperate in an investigation may result in a separate disciplinary action up to and including termination. Such disciplinary action does not constitute retaliation under this Policy.

Article XI. Amnesty

Students may be hesitant to report sexual harassment, sexual assault, domestic or dating violence, stalking, or retaliation out of concern that they, or witnesses, might be charged with violations of the Universities' drug/alcohol policies. While the Universities do not condone such behavior, they place a priority on the need to address sexual harassment and other conduct prohibited by this Policy. Accordingly, the University may elect not to pursue discipline against a student who, in good faith, reports, witnesses, or participates in an investigation of sexual harassment, sexual assault, domestic or dating violence, stalking, or retaliation.

Article XII. False Reporting

The initiation of a knowingly false report of sexual harassment, domestic violence, dating violence, stalking, or retaliation is a serious offense prohibited by this Policy. A report made in good faith, however, is not considered false merely because the evidence does not ultimately support the allegation of prohibited conduct. If an investigation reveals that a Complainant knowingly filed false charges, the University shall take appropriate actions and issue sanctions pursuant to other applicable University policies, including any applicable collective bargaining agreement. The imposition of such sanctions does not constitute retaliation under this Policy.

Article XIII. University Response to Sexual Harassment

When the University has actual knowledge of sexual harassment in an education program or activity of that University against a person in the United States, it will respond promptly in a manner that is not deliberately indifferent.

The University is deliberately indifferent only if its response to sexual harassment is clearly unreasonable in light of the known circumstances.

The University's response will treat Complainants and Respondents equitably by offering supportive measures to a Complainant, and by following a grievance process that complies with those outlined in the Title IX Complaint and Resolution Procedures section of this document before the imposition of any disciplinary sanctions or other actions that are not supportive measures against a Respondent.

Upon actual notice, the Title IX Coordinator will promptly contact the Complainant to discuss the availability of supportive measures, consider the Complainant's wishes with respect to supportive measures, inform the Complainant of the availability of supportive measures with or without the filing of a formal complaint, and explain to the Complainant the process for filing a formal complaint.

Section XIII.1 Emergency Removal of Respondent

The University may remove a Respondent from the University's education program or activity on an emergency basis, provided that the University undertakes an individualized safety and risk analysis, determines that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of sexual harassment justifies removal, and provides the Respondent with notice and an opportunity to challenge the decision immediately following the removal.

Section XIII.2 Administrative Leave of Employee

The University may place an employee on paid administrative leave during the pendency of a grievance process under this Policy when it reasonably concludes that the employee: (a) poses a threat to health or safety; (b) poses a threat to University property or equipment; (c) is disruptive or interferes with an investigation under this Policy or the normal operations of the University; or (d) is charged with a serious violation of state or federal law. The University shall provide the employee the specific reason(s) for the paid administrative leave. During the paid administrative leave, the University reserves the right to prohibit the employee from entering upon the University's property or participating in any University activities absent written authorization from an appropriate University official. The status of the paid administrative leave may change over time as determined to be appropriate and effective. The failure of an employee to comply with the paid administrative leave terms may result in further action or discipline consistent with applicable collective bargaining agreements or employee handbooks.

Section XIII.3 Response to a Formal Complaint

In response to a formal complaint, the University must follow a grievance process that complies with the Title IX Complaint and Resolution Procedures section of this document.

Article XIV. Written Notification of Rights

The Universities will notify Complainants alleging sexual harassment, sexual assault, domestic violence, dating violence, and stalking under this Policy in writing that they have the following rights to:

- an explanation of the options available;
- referrals to confidential assistance and support services from both on- and off-campus resources, including 24-hour services;
- a change in on-campus residence and/or an adjustment to their academic schedule if such changes are reasonably available;
- request that the University impose no contact/communication orders or other supportive measures;
- choose whether or not to make a formal complaint, which would initiate a formal investigation, unless the University deems it necessary to investigate to protect the safety of the community or in compliance with applicable law;
- file no complaint with the University, but receive supportive measures from the University;
- a prompt, thorough, and equitable investigation and resolution of a complaint;
- the confidentiality of the investigation process to the extent possible (reference to confidentiality section);
- know, in advance, the names of all persons known to be involved;
- an advisor of their choice who can be present at any time during the complaint resolution proceedings, including the Administrative Investigation. In addition, this Advisor will participate in the live hearing as the representative of the Complainant who shall cross-examine the Respondent and any witnesses, but whose participation in the process is otherwise limited as outlined in this Policy;
- an advisor provided by the University during the live hearing if you do not have one;
- reasonable accommodations for a documented disability during the process;
- not to have irrelevant sexual history discussed;
- be present at certain meetings and inspect, review and respond to evidence before completion of the investigative report;
- speak and present information on their own behalf, including inculpatory and exculpatory evidence;
- provide witnesses, including fact and expert witnesses;
- submit questions for the Administrative Investigator to ask witnesses;
- know the status of the case at any point during the process;
- be provided with a copy of the Investigative Report and an opportunity to respond to the report in advance of the live hearing;
- be informed of the outcome of the process in a timely manner;
- an appeal from the outcome of the process (if proper grounds for appeal exist);
- file a police report and/or take legal action separate from and/or in addition to the University discipline process;
- seek and enforce a harassment prevention order, restraining or similar court order;
- be assisted by the University in seeking assistance from or filing a complaint with local law enforcement;
- not file a complaint or seek assistance from local law enforcement, but receive supportive measures from the University;
- be free from any behavior that may be construed by the University to be intimidating, harassing or, retaliatory; and
- have the matter handled in accordance with University policy.

The Universities will notify parties who are Respondents to claims of sexual harassment, sexual assault, domestic violence, dating violence, and stalking under this Policy in writing that they have the following rights to:

- an explanation of the allegation(s) against them, including sufficient details known at the time;

- sufficient time to prepare a response to the allegation(s) before any initial interview;
- referrals to confidential assistance and support measures from both on- and off-campus resources, including 24-hour services;
- request that the University impose no contact/no communication orders or other supportive measures;
- receive a copy of the complaint filed against them;
- know, in advance, the names of all persons known to be involved;
- be presumed not in violation of University Policy and that a determination of responsibility is made at the conclusion of the grievance process;
- the confidentiality of the investigation process to the extent possible (reference to confidentiality section);
- an advisor of their choice who can be present at any time during the complaint resolution proceedings, including the Administrative Investigation. In addition, this Advisor will participate in the live hearing as the representative of the Respondent who shall crossexamine the Complainant and any witnesses, but whose participation in the process is otherwise limited as outlined in this Policy. Pursuant to Weingarten, Respondent unit members may exercise their right to a union representative or other University employee at meetings which the unit member reasonably believes may result in discipline, in addition to an advisor of their choice unless such advisor is also the Weingarten representative;
- an advisor provided by the University during the live hearing if you do not have one;
- reasonable accommodations for a documented disability during the process;
- not to have irrelevant sexual history discussed;
- be present at certain meetings and inspect, review and respond to evidence before completion of the investigative report;
- speak and present information on their own behalf, including evidence inculpatory and exculpatory evidence;
- provide witnesses, including fact and expert witnesses;
- submit questions for the Administrative Investigator to ask witnesses;
- know the status of the case at any point during the investigation and resolution process;
- be provided with a copy of the Investigative Report and an opportunity to respond to the report in advance of the live hearing;
- be informed of the outcome of the process in a timely manner;
- an appeal from the outcome of the process (if proper grounds for appeal exist);
- be free from any behavior that may be construed by the University to be intimidating, harassing, or retaliatory; and
- have the matter handled in accordance with University policy.

Article XV. Training

The University ensures that Title IX Coordinators, Administrative Investigators, Decision Makers, Appellate Administrators, and any person who facilitates an informal resolution process receive annual training on:

- the definition of sexual harassment under this policy,
- the scope of the University's education program or activity,
- the Title IX Complaint Resolution Procedures, including how to conduct investigations, hearings, appeals, and informal resolution processes, as applicable, and
- how to serve impartially, including by avoiding prejudgment of the facts at issue, conflicts of interest, and bias.

Each University ensures that investigators receive training on issues of relevance to create an Investigative Report that fairly summarizes relevant evidence.

The University ensures that Decision Makers receive training on any technology to be used at a live hearing and on issues of relevance of questions and evidence, including when questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant.

All available materials used to train Title IX Coordinators, Administrative Investigators, Decision Makers, Appellate Administrators, and any person who facilitates an informal resolution process will be made publicly accessible on the University's website.

Article XVI. Recordkeeping

The University will create, and maintain for a period of not less than seven years, unless a longer period of retention is required by law, records of any actions, including any supportive measures, taken in response to a report or formal complaint of sexual harassment. In each instance, the University will document the basis for its conclusion that its response was not deliberately indifferent, and document that it has taken measures designed to restore or preserve equal access to the University's education program or activity.

If the University does not provide a Complainant with supportive measures, then the University will document the reasons why the University did not provide such measures. The documentation of certain bases of measures does not limit the University in the future from providing additional explanations or detailing additional measures taken.

Furthermore, the University will maintain for a period of not less than seven years, unless a longer period of retention is required by law, records of:

- each sexual harassment investigation including any determination regarding responsibility and any audio or audiovisual recording or transcript of the hearing, any disciplinary sanctions imposed on the Respondent, and any remedies provided to the Complainant designed to restore or preserve equal access to the University's education program or activity;
- any appeal and the result therefrom;
- any informal resolution and the result therefrom.

Article XVII. Statistical Reporting and Timely Warnings under The Clery Act

The Clery Act requires the Universities to maintain a daily log of reports of crimes that occurred on campus, University-controlled property or public property immediately adjacent to campus, including reports of sexual assault, domestic or dating violence and stalking. The Universities must also publish an Annual Campus Crime Report concerning reported incidents. The Universities do not include names or other personally identifying information in the daily logs or the Annual Security Reports. Additionally, when the University becomes aware that an incident of sexual misconduct or violence occurred, and there is a potential for bodily harm or danger to members of the campus community, the University will issue a timely warning to the campus. While the University will provide enough information to safeguard the campus community, a victim's name or other personally identifying information will not be disclosed in the timely warning.

Article XVIII. Compliance Concerns

Persons concerned about the University's handling of a Title IX report or investigation, may bring their concerns to the attention of the University's Title IX Coordinator. Concerns may also be reported to:

U.S. Department of Education, Office for Civil Rights
33 Arch Street, 9th Floor Boston, MA 02119-1424
Telephone: (617) 289-0111; FAX: (617) 289-0150; TDD (877) 521-2172 Email: OCR.Boston@ed.gov

Article XIX. Title IX Complaint and Resolution Procedures

The Universities have adopted the following grievance procedures that provide for the prompt and equitable resolution of student and employee complaints alleging any action that would be prohibited by this policy.

Unless otherwise specified, the provisions, rules, or practices in this grievance process for handling formal complaints of sexual harassment under Title IX apply equally to both parties.

Proceedings under the Title IX Complaint and Resolution Procedures shall be prompt, fair, and impartial, and be conducted by officials who receive annual training, as addressed in Article XV.

The Title IX Complaint and Resolution Procedures treat Complainants and Respondents equitably by:

- providing remedies to a Complainant where a determination of responsibility for sexual harassment has been made against the Respondent; and
- following an investigation and hearing process that complies with this section before imposing any disciplinary sanctions or other actions that are not supportive measures against a Respondent.

Remedies are designed to restore or preserve equal access to the University's education program or activity. Such remedies may include the same individualized services described as "supportive measures"; however, remedies may be disciplinary or punitive and place burden on the Respondent.

The Title IX Complaint and Resolution Procedures include an objective evaluation of all relevant evidence, including both inculpatory and exculpatory evidence, and provides for credibility determinations that are not based on a person's status as a Complainant, Respondent, or witness.

Section XIX.1 Freedom from Bias and Conflict of Interest

The University requires that any individual designated as a Title IX Coordinator, investigator, Decision Maker, or any person designated to facilitate an informal resolution process not have a conflict of interest or bias for or against Complainants or Respondents generally, or an individual Complainant or Respondent.

Section XIX.2 Parties to a Complaint

The parties to a complaint are the Complainant, who is the alleged victim of conduct that could constitute sexual harassment; and the Respondent, who is the alleged perpetrator of conduct that could constitute sexual harassment.

A Respondent is presumed not responsible for the alleged conduct until a determination regarding responsibility is made at the conclusion of the Title IX Complaint and Resolution Procedures.

Section XIX.3 Making a Formal Complaint

A formal complaint is a document filed by a Complainant or signed by the Title IX Coordinator alleging sexual harassment against a Respondent and requesting that the University formally investigate.

At the time of filing a formal complaint, a Complainant must be participating in, or attempting to participate in, the education program or activity of the University with which the formal complaint is filed. Formal complaints may be made in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, electronic form (if available), or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

The "document filed by a Complainant" may be a document or electronic submission (such as by electronic mail) that contains the Complainant's physical or digital signature, or otherwise indicates that the Complainant is the person filing the formal complaint.

Reports made to University employees, including the Title IX Coordinator and campus law enforcement, do not constitute a formal complaint under this Policy unless they meet the aforementioned criteria in this section.

Where the Title IX Coordinator signs a formal complaint, the Title IX Coordinator is not a Complainant or otherwise a party in the Title IX Complaint and Resolution Procedures.

While the Universities encourage prompt reporting of incidents of sexual harassment, sexual assault, domestic violence, dating violence, and stalking, as well as retaliation, they do not limit the timeframe for filing a complaint under this Policy. Complaints may be filed at any time, but the University's ability to take action may be limited by the matriculation or employment status of Complainants, Respondents, or witnesses. A prompt report will enable the University to most effectively respond to a complaint.

(a) Dismissal of a Formal Complaint

The University must investigate the allegations in a formal complaint. However, if the conduct alleged in the formal complaint would not constitute sexual harassment as defined by this Policy even if proved, did not occur in the University's education

program or activity, or did not occur against a person in the United States, then the University must dismiss the formal complaint with regard to that conduct for purposes of sexual harassment under Title IX and this Policy. A dismissal of a formal complaint under this Policy for one of the aforementioned reasons does not preclude action under another University policy or its Code of Conduct.

The University may dismiss the formal complaint or any allegations therein, if at any time during the investigation or hearing: a Complainant notifies the Title IX Coordinator in writing that the Complainant would like to withdraw the formal complaint or any allegations therein; the Respondent is no longer enrolled or employed by the University; or specific circumstances prevent the University from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

Upon a dismissal required or permitted pursuant to this section, the University will promptly send written notice of the dismissal and reason(s) therefor simultaneously to the parties. Any party may appeal the dismissal of a formal complaint, in accordance with the appeal process described in Section XIX.6(j).

(b) Consolidation of Formal Complaints

The University may consolidate formal complaints of sexual harassment allegations against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations of sexual harassment arise out of the same facts or circumstances.

Where the formal complaint process involves more than one Complainant or more than one Respondent, references in this policy to the singular “party,” “Complainant,” or “Respondent” include the plural, as applicable.

(c) Concurrent Investigations

In some circumstances, the Respondent’s alleged conduct violating this Policy may constitute a potential violation of other University conduct policies such as the Policy Against Discrimination, Discriminatory Harassment, and Retaliation and/or the Student Code of Conduct. To avoid duplicative efforts, the University may undertake a concurrent investigation of the alleged conduct. Where such concurrent investigation takes place, the University will use the Title IX Complaint and Resolution Procedures, provided however that cross-examination in the live hearing may be restricted to only questions relevant to allegations of violations of the Title IX Sexual Harassment Policy. Based on the findings of the concurrent investigation, the Respondent may be subject to disciplinary action for violations of this Policy as well as the Policy Against Discrimination, Discriminatory Harassment, and Retaliation and/or the Student Code of Conduct, as well as other policy violations. If a formal complaint is dismissed in accordance with Article XIX, Section XIX.3 (a), an investigation may continue under other University conduct policies and the procedures prescribed for alleged violations of those policies.

Section XIX.4 Notice of Allegations

Upon receipt of a formal complaint in writing, the University will promptly provide the following written notice to the parties who are known:

- Notice of the allegations of behavior potentially constituting sexual harassment as defined in this Policy, including sufficient details known at the time and with sufficient time to prepare a response before any initial interview. Sufficient details include the identities of the parties involved in the incident, if known; the conduct allegedly constituting sexual harassment under this Policy; and the date and location of the alleged incident, if known.
- To a party whose participation is invited or expected, written notice of the date, time, location, participants, and purpose of all investigative interviews, other meetings, or hearings with sufficient time for the party to prepare to participate.
- Notice of the Title IX Complaint and Resolution Procedures, including any potential informal resolution process.
- A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the Title IX Complaint Resolution Procedures.
- A statement to the parties that they may have an advisor of their choice.
- A statement to the parties that they may inspect and review evidence.
- A statement informing the parties of any provision in this Policy or the University’s Code of Conduct that prohibits knowingly making false statements or knowingly submitting false information during the Title IX Complaint and Resolution Procedures.

A Respondent has ten (10) calendar days in which to respond to the complaint after the Notification of Allegations. In cases where a Respondent refuses or fails to participate in the investigation and resolution process, the University may continue the process without the Respondent's participation. The failure of the Respondent to participate in the investigation and resolution process will not prevent the University from imposing discipline or other sanctions when a violation is found.

At any point after receiving the notice of allegations, including during the investigation and live hearing, a Respondent to any formal complaint may agree to the allegations and the recommended sanction(s).

(a) Amending Allegations

If, in the course of an investigation, the University decides to investigate allegations about the Respondent or Complainant that are not included in the original notice of complaint, the University will provide notice of the additional allegations to the parties whose identities are known.

Section XIX.5 Resolution Options

The Title IX Complaint and Resolution Procedures offer two options, the Informal Resolution Option and the Formal Resolution Option.

(a) Informal Resolution Option

Parties may have the option to request to resolve their formal complaint through a voluntary informal resolution process offered by the University (such as mediation) that does not involve a full investigation and adjudication. If the University offers it, the option to participate in an informal resolution process can be chosen when the formal complaint is filed or at any time prior to reaching a determination regarding responsibility. The University can facilitate an informal resolution process, provided that the University has:

- Provided to the parties a written notice disclosing:
 - the allegations; or the requirements of the informal resolution process including:
 - the parties' inability to resume a formal investigation arising from the same alleged conduct once a mutually agreed upon resolution is reached through the informal process, and
 - the parties' right, at any time prior to agreeing to a resolution through the informal resolution process, to withdraw and resume the formal investigation procedures with respect to the formal complaint;
 - any consequences resulting from participating in the informal resolution process, including the records that will be maintained;
 - information on the records that will be maintained or could be shared as a result of participation in the informal resolution process, as required or allowable under FERPA, collective bargaining agreements, employee handbooks, or applicable regulations; as required by law; or as otherwise deemed appropriate;
- Obtained the parties' voluntary, written consent to the informal resolution process.

The University will not offer or facilitate an informal resolution process to resolve allegations that an employee sexually harassed a student. Similarly, the University does not require the parties to participate in an informal resolution process.

The matter will be deemed resolved when all parties expressly agree to an outcome that is acceptable to them and to the University. The University will create a written record of any such agreement. The University will also ensure a reasonably prompt time frame for an informal resolution process, if it is offered and utilized. Every attempt will be made to conclude the Informal Resolution Option within sixty (60) calendar days of the date of the request.

(b) Formal Resolution Option

The process for resolving a formal complaint through the formal resolution option consists of three major stages: the investigation, the live hearing, and a possible appeal.

If a complaint has been properly filed, either by a Complainant or signed by the Title IX Coordinator, the University will assign the matter to an Administrative Investigator. The University may also designate other trained and knowledgeable University officials to assist with the investigation. Under circumstances where the University deems it necessary or appropriate, the University may also appoint an external investigator.

Following the investigation, a live hearing will be held and presided over by a Decision Maker who is neither the Investigator nor the Title IX Coordinator. All complaints pursued under the Title IX Complaint and Resolution Procedures will be evaluated under a “preponderance of the evidence” standard. Under this standard, conclusions must be based on what “more likely than not” occurred.

A written determination is issued after the live hearing and parties have the right to appeal the decision on specific permissible grounds, as outlined in Section XIX.6 j.

Section XIX.6 Formal Resolution Process

(a) Timeframe

The University will attempt to investigate a complaint within sixty (60) calendar days after the notification of allegations. If, for good cause, an investigation is temporarily delayed, the University will provide the parties written status updates at reasonable intervals until the investigation is completed that explains the reason for the delay or extension. Good cause for limited delays may include considerations such as the absence of a party, a party’s advisor, or a witness; concurrent law enforcement activity; the need for language assistance or accommodation of disabilities; the complexity or severity of a complaint; and breaks in the academic calendar or exam periods. While the University will make reasonable efforts to accommodate the availability of parties, their advisors, and witnesses, a party, their advisor, or a witness may not delay the process indefinitely by refusing to attend or otherwise participate in the process.

The University will attempt to conclude the hearing within fifteen (15) business days of receipt of the Investigation Report.

The University will attempt to conclude the appeal process within thirty (30) business days of receipt of the appeal.

(b) Investigation

The investigation may include, but is not limited to:

- interviews of the parties and other individuals and/or witnesses; and/or reviewing certain documents or materials in the possession of either party or any witness that the Administrative Investigator has deemed relevant;
- consideration of all relevant documents, including written statements and other materials presented by the parties and witnesses;
- evidence collection, including but not limited to, documents, text messages, emails, social media posts and messages, photographs, surveillance camera footage, door lock interrogations, card access records, guest sign-in logs, academic records, employee records and personnel documentation, and law enforcement reports;
- the Administrative Investigator’s findings of fact based on the preponderance of the evidence standard;
- the Administrative Investigator’s analysis of allegations, defenses, and evidence presented in order to make the factual findings.

(c) Burden of Proof

The burden of proof and the burden of gathering evidence sufficient to reach a determination regarding responsibility rest on the University and not on the parties. The University cannot access, consider, disclose, or otherwise use a party’s records that are made or maintained by a physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in the professional’s or paraprofessional’s capacity, or assisting in that capacity, and which are made and maintained in connection with the provision of treatment to the party, unless the University obtains that party’s voluntary, written consent to do so for a formal investigation.

(d) Right to an Advisor of Choice

The Complainant and Respondent have an equal opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. The University does not limit the choice or presence of an advisor for either the Complainant or Respondent in any meeting or grievance proceeding; however, the University may establish restrictions regarding the extent to which the advisor may participate in the proceedings. The University maintains the right to remove an advisor from any meeting or proceeding if the advisor is disruptive. The meeting or proceeding may then be delayed to allow the party to secure another advisor.

(e) Equal Opportunity to Present, Review, and Respond to Evidence

Both parties are afforded an equal opportunity to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence. The University does not restrict the ability of either party to discuss the allegations under investigation or to gather and present relevant evidence.

So that each party can meaningfully respond to the evidence prior to conclusion of the investigation, both parties are provided an equal opportunity to review:

- any evidence obtained as part of the investigation that is directly related to the allegations raised in a formal complaint;
- the evidence upon which the University does not intend to rely in reaching a determination regarding responsibility; and
- inculpatory or exculpatory evidence whether obtained from a party or other source.

The University will provide each party and the party's advisor, if any, any evidence subject to review in an electronic format or a hard copy. The parties will have ten (10) calendar days to review the evidence and submit a written response, which the investigator will consider prior to completion of the Investigative Report.

The Administrative Investigator will review the written responses to the evidence, if any, and, based on the information provided, conduct any additional investigation that may be necessary prior to the completion of the Investigative Report. The University will make all such evidence subject to the parties' review available at any hearing to give each party equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

(f) Investigative Report

Following the opportunity for the parties to review the evidence and respond in writing, the Administrative Investigator will create an Investigative Report that fairly summarizes relevant evidence, the Administrative Investigator's findings of fact based on the preponderance of the evidence standard and the Administrative Investigator's analysis of allegations, defenses, and evidence presented in order to make the factual findings.

At least ten (10) calendar days prior to a hearing the investigator will send each party and the party's advisor, if any, the Investigative Report in an electronic format or a hard copy, for their review and written response. The parties have five (5) calendar days to submit a written response to the Administrative Investigator. The Investigative Report and written responses, if submitted, will be forwarded by the Administrative Investigator to the Decision Maker promptly upon receipt of the written responses or upon the response deadline.

(g) Live Hearing

The Title IX Complaint and Resolution Procedures include a live hearing presided over by a Decision Maker.

Parties are requested to give the University five (5) business days of advance notice of the advisor who will accompany them to the live hearing. If a party does not have an advisor, they are requested to notify the University five (5) business days in advance of the hearing so the University is able to provide them with an advisor.

At the University's discretion, live hearings may be conducted in-person or virtually where the parties, witnesses, and other participants are able to simultaneously see and hear each other with enabling technology.

At the request of either party, the University will provide for the live hearing to occur with the parties located in separate rooms with technology enabling the Decision Maker(s) and parties to simultaneously see and hear the party or the witness answering questions.

The University will create an audio or audiovisual recording, or transcript, of any live hearing and make it available to the parties for review upon request.

(i) Cross-Examination

At the live hearing, the Decision Maker(s) will permit each party's advisor to ask the other party and any witnesses all relevant questions and follow-up questions, including those challenging credibility.

Such cross-examination at the live hearing must be conducted directly, orally, and in real time by the party's advisor and never by a party personally.

Only relevant cross-examination and other questions may be asked of a party or witness. Before a Complainant, Respondent, or witness answers a cross-examination or other question, the Decision Maker(s) must first determine whether the question is

relevant and explain any decision to exclude a question as not relevant. Questions and evidence about the Complainant's sexual predisposition or prior sexual behavior are not relevant, unless:

- such questions and evidence about the Complainant's prior sexual behavior are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or
- if the questions and evidence concern specific incidents of the Complainant's prior sexual behavior with respect to the Respondent and are offered to prove consent.

If a party does not have an advisor present at the live hearing, the University will provide that party an advisor of the University's choice to conduct cross-examination on the party's behalf.

If a party or witness does not submit to cross-examination at the live hearing, the Decision Maker(s) must not rely on any statement of that party or witness in reaching a determination regarding responsibility. The Decision Maker(s) cannot draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.

(h) Determination Regarding Responsibility

The Decision Maker(s) will make every reasonable effort to submit a written determination regarding responsibility to the Title IX Coordinator within ten (10) business days after the conclusion of the live hearing.

To reach this determination, the Decision Maker(s) will apply the preponderance of evidence standard in all formal complaints of sexual harassment against students, faculty, and staff.

The written determination will include:

- identification of the allegations potentially constituting sexual harassment;
- a description of the procedural steps taken from the receipt of the formal complaint through the determination, including any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- findings of fact supporting the determination;
- conclusions regarding the application of the Title IX Sexual Harassment Policy to the facts;
- a statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility, any disciplinary sanctions the University imposes on the Respondent, and whether remedies designed to restore or preserve equal access to the University's education program or activity will be provided by the University to the Complainant; and
- the University's procedures and permissible bases for the Complainant and Respondent to appeal.

The Title IX Coordinator will provide the written determination to the parties simultaneously.

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

The Title IX Coordinator is responsible for effective implementation of any remedies.

(i) Possible Sanctions and Remedies

(i) For Faculty and Staff (employee) Respondents

Disciplinary action taken against an employee shall be regarded as an administrative action, up to and including termination.

Additional disciplinary action shall also be taken against an employee who violates a sanction or sanctions imposed pursuant to this Policy.

(ii) For Student Respondents

A student who has been found to have violated the Sexual Harassment Policy may be subject to sanctions including, but not limited to:

- reprimand
- fines and/or restitution
- warning
- disciplinary hold
- disciplinary probation
- assessment
- loss of privileges
- educational program or project
- relocation of residence
- revocation of admission or degree
- restriction from facilities or activities
- withholding of degree
- temporary or permanent residence hall suspension
- suspension
- expulsion

In general, the sanction typically imposed for students for rape is expulsion. The sanction typically imposed for students for other forms of sexual assault, domestic violence, dating violence, and stalking is suspension or expulsion. All student sanctions, however, are determined on a case-by-case basis in consideration of: the seriousness of the violation; sanctions typically imposed for similar violations; prior disciplinary history; and any other circumstances indicating that the sanction should be more or less severe.

Additional disciplinary action shall also be taken against a student who violates a sanction or sanctions imposed pursuant to this Policy. Depending on the nature of the violation, such discipline may be imposed pursuant to the provisions of this Policy or pursuant to the applicable provision of the Student Code of Conduct.

(iii) Additional Remedies Following Finding of a Violation

Where necessary, the University will provide additional measures to remedy the effects of a violation. These remedies are separate from, and in addition to, any supportive measures that may have been provided or sanctions that have been imposed. If the Complainant declined or did not take advantage of a specific service or resource previously offered as a supportive measure, such as counseling, the University will re-offer those services to the Complainant as applicable or necessary.

In addition, the University will consider broader remedial action for the campus community, such as increased monitoring, supervision, or security at locations where the incidents occurred, increased or targeted education and prevention efforts, climate assessments/victimization surveys, and/or revisiting its policies and procedures.

(j) Appeals

Either party may appeal a determination regarding responsibility, a dismissal of a formal complaint, or any allegations therein, on the following bases:

- procedural irregularity that affected the outcome of the matter;
- new evidence that could affect the outcome of the matter was not reasonably available at the time the determination regarding responsibility or dismissal was made; and
- the Title IX Coordinator, investigator(s), or Decision Maker(s) had a conflict of interest or bias for or against either Complainants or Respondents generally, or the individual Complainant or Respondent, which affected the outcome of the matter.

Appeals of the written determination made by the Decision Maker(s) must be submitted within ten (10) calendar days of receipt of the written determination. Appeals of the dismissal of a formal complaint, or any allegations therein, must be submitted within ten (10) calendar days of receipt of the written notification of such action.

The University will notify the other party in writing when an appeal is filed and implement appeal procedures equally for both parties. The Appellate Administrator/Body will not be the same person as the Decision Maker(s) who reached the determination regarding responsibility or dismissal, the Administrative Investigator(s), or the Title IX Coordinator.

The Appellate Administrator/Body will issue a written decision describing the result of the appeal and the rationale for the result, and provide the written decision simultaneously to both parties.

Where practicable, the appeal process will be concluded within thirty (30) business days of receipt of the appeal.

Section XIX.7 Formal Complaint Resolution Timeline

The timeline maybe adjusted based upon the considerations set forth in the Title IX Complaint and Resolution Procedures, but no party will be deprived of the minimum review periods provided for in this Policy.

Formal Complaint Investigation Steps	Timeframe
Complaint Received and Notification of Allegations sent to the Respondent	Promptly after formal complaint received
Respondent's Response	Written response, if any, due 10 calendar days after notice of allegations
Investigation	To be concluded, where practicable, within 60 calendar days of notice of allegations
Evidence Review & Response	Parties have 10 calendar days to review evidence and submit written response
Investigative Report	Provided to parties at least 10 calendar days prior to live hearing
Investigative Report Review & Response	Written response must be submitted by parties at least 5 calendar days before live hearing
Formal Complaint Investigation Steps	Timeframe
Live Hearing	Within 15 business days of receipt of written responses to Investigative Report
Determination of Responsibility	Within 10 business days of conclusion of the live hearing
Appeal Submittal	Due within 10 calendar days of written determination
Appeal Response	To be concluded, where practicable, within 30 calendar days of receipt of written appeal

The complete [State University System EO Plan](#) is on the MCLA website. Below is an outline of the policy as it relates to sexual harassment, sexual assault, domestic violence, dating violence, stalking, and retaliation.

MCLA is committed to creating and maintaining an environment where sexual harassment, sexual assault, domestic violence, dating violence, stalking, and retaliation are not tolerated, are strictly prohibited, and where all members of the College community are educated in preventing and reporting such incidents. All complaints of sexual harassment, sexual assault, domestic violence, dating violence, stalking, and retaliation will be investigated and, if substantiated, result in disciplinary action up to and including expulsion from the College. The College will provide a prompt, fair, and impartial investigation and resolution of any and all complaints.

Acts of sexual harassment are violations of Commonwealth law; the State University Equal Opportunity, Diversity, and Affirmative Action Plan; and Title IX. Any person charged with an act of sexual harassment may be prosecuted under Massachusetts criminal statutes. An MCLA student may also be sanctioned following a Title IX investigation in accordance with the State University Equal Opportunity, Diversity, and Affirmative Action Plan. If found responsible following a Title IX investigation, a student could be removed from College residence areas and/or suspended or expelled from the College. Even if

criminal justice authorities choose not to prosecute an alleged respondent, disciplinary action may be pursued if the College believes a policy violation occurred.

For additional information about MCLA's Title IX Sexual Harassment Policy or the Equal Opportunity, Diversity and Affirmative Action Plan, please contact: Dean of Title IX, Equal Opportunity and Student Wellness, Patrick Connelly, Student Affairs, MountainOne Wellness Center, (413) 662-5127

A written explanation of the rights and options is provided to students or employees who report to the College they have experienced one of the aforementioned crimes.

Where to Receive Confidential Support and Medical Assistance Individuals who have experienced sexual violence, sexual harassment, gender-based harassment, domestic violence, dating violence, stalking or retaliation are encouraged to report the matter and seek medical and emotional assistance from any of the following offices or community agencies:

MCLA Health Services	(413) 662-5421	Mountain One Wellness Center	
MCLA Counseling Services	(413) 662-5331	Mountain One Wellness Center	
Berkshire Medical Center Emergency Department	(413) 447-2000	725 North Street Pittsfield, MA	
The Elizabeth Freeman Center	24-hour hotline (413) 401-2425		Provides leadership and services to address domestic and sexual violence in Berkshire County

Where to Receive Non-Confidential, Private Assistance MCLA offers a number of resources to those community members who have experienced sexual violence, sexual harassment, gender-based harassment, domestic violence, dating violence, stalking or retaliation. While the following resources are not bound by confidentiality, they strive to maintain one's privacy within the limited group of MCLA personnel necessary to address the matter presented.

MCLA Department of Public Safety	(413) 662-5100; ext. 5100 on Campus; 911	277 Ashland Street	The Department of Public Safety can also provide information regarding civil and criminal proceedings.
MCLA Title IX and EO Office for Students	(413) 662-5127	Student Affairs, Mountainone Wellness Center	Dean Patrick Connelly
Residence Life & Housing	(413) 662-5249	Flagg Townhouse 89	Director Dianne Manning
Student Affairs Division Central Office	(413) 662-5231	Student Affairs, Amsler Campus Center 305	Dean Patrick Connelly Dean Heather Quire Vice President Jeannette Smith Director April Wright

Community Standards (Policies) Index

Academic Ethical Standards.....	16	Intrusion of Privacy.....	11
Accuracy of College Records.....	13	Keys.....	14
Advertising Policy.....	16	Medical Amnesty & Good Samaritan Policy.....	14/35
Alcohol Beverages.....	13	Misrepresentation of Information.....	19
Alcohol Dispensing Container.....	14	Noise.....	17
Bystander Conduct.....	16	Official Misrepresentation.....	19
Class Attendance.....	13	Personal Misrepresentation.....	19
Communications with the College.....	13	Physical Assault.....	11
Completion of Registration.....	13	Possession of Drug-related Paraphernalia.....	14
Complicity/Implied Consent.....	19	Reckless Behavior.....	11
Conditions Established as Part of Disciplinary Outcomes.....	13	Regardless of Age.....	13
Conditions of Enrollment.....	13	Retaliation.....	11
Creating a Disturbance.....	11	Self-Safety.....	14
Dangerous Practices.....	11	Solicitations.....	16
Destruction of Property/Vandalism.....	12	Sponsorship of Events.....	14
Disorderly Conduct.....	11	Theft.....	16
Distribution or Sale of Alcohol.....	14	Tobacco Free MCLA.....	14
Disturbing Behavior.....	11	Unauthorized Access/Presence &/or Use of Facilities, Equipment, and Vehicles.....	17
Drugs/Narcotics/Controlled Substances.....	14	Unauthorized Use or Possession.....	16
Failure to Comply.....	19	Underage Alcohol Misconduct.....	13
Financial Obligations.....	13	Violation of Motor Vehicle/Parking Regulation(s).....	14
Fire Safety.....	17	Violation of Policy Against Discrimination, Discriminatory Harassment and Retaliation Policies.....	20
Free Speech & Assembly.....	17	Violation of Residence Area Community Guidelines.....	17
Gambling.....	19	Violation of Sexual Harassment, Sexual Assault, Domestic Violence, Stalking, and Retaliation Policies.....	20
General Regulatory Statement.....	17	Violation of the Emotional Support Animal Guidelines.....	18
Guests.....	17	Violation of the Law.....	16
Harassment.....	20	Violation of the Residency Requirement.....	18
Hazing.....	20	Violation of Use of College Logo.....	19
Health and Immunization Records.....	13	Violation of Use of Computing or Other Electronic Resources.....	19
Health Insurance.....	13	Weapons and Firearms.....	15
ID Cards.....	14		
Interference with Fire/Medical Emergency.....	18		
Interpersonal Misconduct.....	11		
Intimidation, threat, or harassment.....	11		