



Tufts
UNIVERSITY

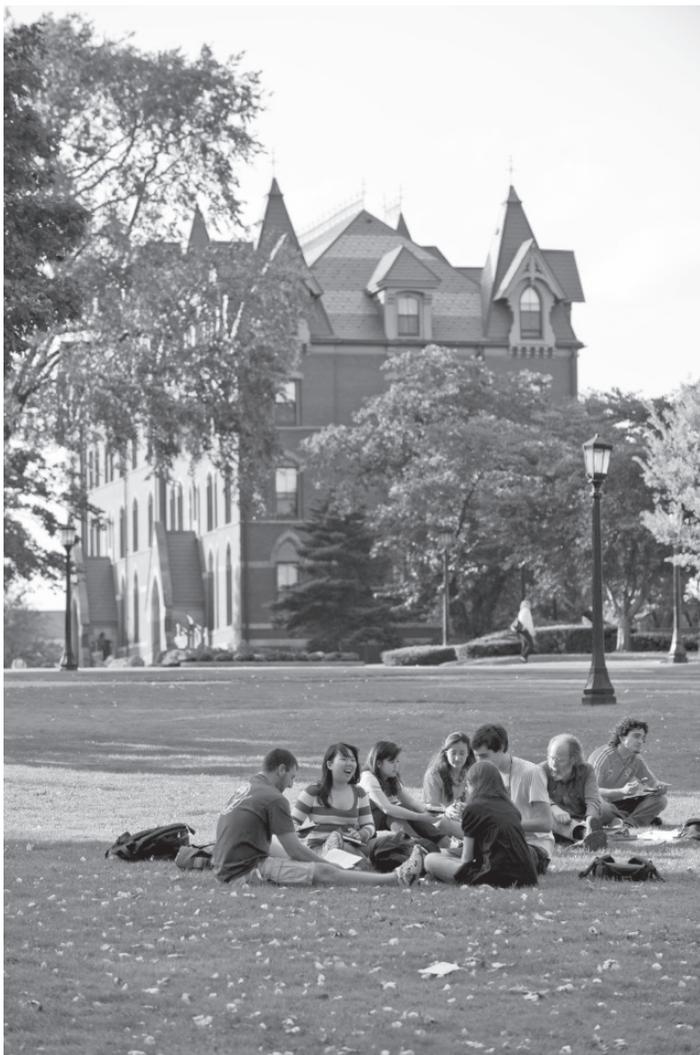
ANNUAL SECURITY AND FIRE SAFETY REPORT

publicsafety.tufts.edu

TUFTS UNIVERSITY DEPARTMENT OF PUBLIC AND ENVIRONMENTAL SAFETY
419 BOSTON AVENUE, MEDFORD, MASSACHUSETTS 02155

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The Department of Public and Environmental Safety

We are pleased to present this year's edition of our Annual Security and Fire Safety Report. As in the past, this publication represents one of our efforts to comply with the Crime Awareness and Campus Security Act of 1990 and the Jeanne Clery Act of 1998 and all updated requirements including the Violence Against Women Act (VAWA). In this regard, included are guidance and resources for the prevention and awareness of sexual assault, dating and domestic violence, and stalking, as well as programs and policies required under the Drug-Free Schools and Communities Act Amendments of 1989, the Drug-Free Workplace Act of 1988, and The Higher Educational Opportunity Act of 2008.

The Department of Public and Environmental Safety is committed to providing a safe and secure educational and working environment. While reported crime at Tufts remains comparatively low, it is important to remember that the safety and security of our campuses is the responsibility of the entire community. Crime prevention can be more easily achieved when we all work together.

The Department of Public and Environmental Safety looks forward to working with you as we begin a new academic year, and we encourage input and feedback from our community. If you have any questions or comments about Tufts' Annual Security and Fire Safety Report please contact us directly.

Kevin C. Maguire

Director of Public and Environmental Safety

VIOLENCE-FREE UNIVERSITY POLICY STATEMENT

Tufts University is committed to maintaining an environment where individuals are safe to learn, work, and live. In support of this commitment, Tufts will not tolerate violence or threats of violence anywhere on its campuses or in connection with university-sponsored programs. The university has established threat assessment and management teams to evaluate and address violence and threats of violence made toward members of the Tufts University community.

MISSION STATEMENT

The Department of Public and Environmental Safety exists to support the goals of the university by fostering a safe and secure environment in which members of the Tufts community can learn, work, and live.

Whereas safety and security is a responsibility shared by the entire community, the mission is achieved by applying leadership and our unique expertise to partnerships designed to prevent loss, reduce harm, and solve problems.

WHO WE ARE

The Tufts University Police Department (TUPD) is headquartered on the Medford/Somerville campus with stations on the Boston and Grafton campuses. On June 17, 2005, the Massachusetts Police Accreditation Commission awarded accreditation status to the Tufts University Police Department. The commission voted to make Tufts the 18th department in the Commonwealth to achieve this prestigious recognition. To achieve accreditation, the department demonstrated its compliance with over 300 standards covering a broad range of organizational and operational policies and procedures. The department was most recently reaccredited in 2014.

Tufts Police officers are trained at state-certified law enforcement training academies and maintain certification

through ongoing in-service and specialized training programs. Many members of the police department have higher education degrees in criminal justice and related fields. Our university police and security personnel are carefully screened before being selected, well trained and committed to working with you to provide for the safety and security of our community.

TUPD receives its authority from the Commonwealth of Massachusetts. All Tufts Police officers are appointed as special state police officers under the provisions of Massachusetts General Law Chapter 22C, Section 63.

Officers assigned to the Medford/Somerville and Boston campuses may, at times, be designated as deputy sheriffs in Middlesex and Suffolk Counties, respectively. Officers assigned to the Grafton campus may also be designated as special police officers in the towns of Westborough and Grafton.

Generally, Tufts Police officers are authorized to make arrests for criminal offenses committed in or upon lands or structures owned, leased, used, or occupied by the university, or in places where university business is conducted. This authority extends beyond the confines of the various campuses as determined by the acquisition of local special police status or deputy sheriffs' authority or by previous court decisions.

The Tufts University Police enjoy strong professional relationships with state and local law enforcement agencies and have Communications Memoranda of Understanding with the following agencies: Somerville, Medford, Grafton, and Westborough. Although currently there are no formal operational Memoranda of Understandings with our municipal partners, cooperative programs and information exchanges are ongoing priorities. Through these relationships, the Tufts Police relay information to the university community on crimes that may pose a threat to students or employees on any of the campuses. Operational and technical support is mutually provided when necessary.

PUBLIC SAFETY DEPARTMENT, BY THE NUMBERS

| | | | |
|----|---|---|--|
| 1 | Director of Public & Environmental Safety | 1 | Fire Marshal |
| 2 | Deputy Directors of Public & Environmental Safety | 1 | Assistant Fire Marshal |
| 2 | Deputy Chiefs of Police | 2 | Fire Safety Inspectors |
| 11 | Sergeants | 4 | Student Fire Safety Specialists |
| 5 | Corporals | 1 | Director of Environmental Health & Safety |
| 29 | Police Officers | 9 | Environmental Health & Safety staff |
| 1 | Communications Center Manager | 1 | Emergency Management Specialist |
| 9 | Public Safety Dispatchers | 4 | Administrative Services staff |
| 34 | Campus Security Officers | 2 | Student Administrative Services Assistants |
| | | 1 | Program Administrator & Project Manager |

CAMPUS SECURITY AUTHORITIES

Federal law requires the university to disclose statistics concerning the occurrence of certain crimes enumerated in the Clery Act that occur within the university's Clery geography and that are reported to campus security authorities (CSAs) and local law enforcement. Under the law, CSAs include any member of TUPD; any individual who has responsibility for campus security, but who is not a member of the police department; any individual identified by the university as someone to whom a crime should be reported; and any university official who has significant responsibility for student and campus activities. Individuals serving the university as CSAs vary based on their job function, but include by way of example, but not limited to: associate deans of Residential Life and Student Services, the director of the Office of Equal Opportunity and Title IX coordinator, Title IX liaisons, deans of students, judicial affairs officers, coaches, resident directors and resident assistants, and student group advisors. It is important to note that pastoral and professional counselors are confidential sources at Tufts and as such are not CSAs when receiving information in their professional capacity.

Reasonable attempts are made to identify all reported crimes and to present the statistics in this report as well as offenses known by or reported to TUPD. University officials may use their discretion in matters relating to liquor law violations and often refer such cases to the campus judicial system. Also, hate crimes are reported and categorized by origin of prejudice.

If a member of the Tufts community is alleged to have been involved in criminal conduct, deans and other administrators will be notified when deemed necessary and where the law permits.

THE JEANNE CLERY ACT

Information in this report represents one of our efforts to comply with the Jeanne Clery Act, details below:

Campus Crime Data

The Jeanne Clery Act, a consumer protection law passed in 1990, requires all colleges and universities who receive federal funding to share information about crime on campus and their efforts to improve campus safety as well as inform the public of crime in or around campus. This information is made publicly accessible through the university's annual security and fire safety report.

Support for Victims

Under the Act, institutions must provide survivors of sexual assault, domestic violence, dating violence, and stalking with options such as changes to academic, transportation, living, or working situations, and assistance in notifying local law enforcement of the reported conduct, if the student or employee chooses to do so. Tufts is legally obligated to comply with a student's reasonable request for a living and/or academic situation change following an alleged sex offense. This Report provides a number of options available to students in terms of reporting options, accommodations and interim measures, and resources and supports.

Policies & Procedures

Colleges and universities must outline specific policies and procedures within their annual security and fire safety reports, including those related to disseminating timely warnings and emergency notifications; options for survivors of sexual assault, domestic violence, dating violence, and stalking; and campus crime reporting processes. This Report includes this information.

TUFTS CLERY GEOGRAPHY

BOSTON BOUNDARIES

The general geographical boundaries of the Boston campus are: from 711 Washington Street eastbound to Kneeland and Tyler Streets; from Kneeland and Tyler Streets southbound to Oak Street; from Oak and Tyler Streets westbound to Harrison Avenue; from Oak Street and Harrison Avenue northbound to Kneeland Street including Harvard Street and Monsignor Shea Way. Also includes 75 Kneeland Street.

MEDFORD/SOMERVILLE BOUNDARIES

The Medford/Somerville campus is located approximately 6 miles northwest of Boston, Massachusetts and is situated on the border of Medford and Somerville. The campus is bordered on the south by Powderhouse Boulevard, Somerville, which runs from Powderhouse Rotary west to Curtis Street. Curtis Street runs in a northerly direction to the Medford line, turning into Winthrop Street and continuing north to Boston Avenue, Medford. Boston Avenue borders the campus on the north side and runs easterly to College Avenue, Medford.

GRAFTON BOUNDARIES

The Grafton campus is a rural campus enclosed by farms and woodlands. Our boundaries are from Glen Street and Westborough Road, Westborough, west to 176 Westborough Road, Grafton. North to the commuter rail train tracks and south to the fenced in area of our farm and grazing land. Cummings School at Tufts University is located approximately 45 miles west of Medford and 41 miles west of Boston. The campus consists of 634 acres (2.57 km) and has lands in the Towns of Westborough and Grafton. Much of the campus is rolling hills and open fields with the majority of the University buildings centrally located. Bordering the campus are residential houses, state property, and MBTA rail lines. The campus' boundaries are Glen Street in Westborough and Institute Road and Willard Road in Grafton, MA. Route 30, also known as Westboro Road, runs in a northeastern direction through the campus connecting the Town of Grafton to the Town of Westborough.

The following eight pages enumerate the crime statistics within the boundaries of each of Tufts' four campuses. ►

| LOCATION OF OCCURRENCE | Year | On Campus (Incl. Residential) | On-Campus Residential | Off-Campus Property | Campus Totals | Public Property | Total |
|--|------|-------------------------------|-----------------------|---------------------|---------------|-----------------|-------|
| Boston Health Sciences, 2013–2014 | | | | | | | |
| Murder/Non-Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 2013 | 0 | 0 | 0 | 0 | 4 | 4 |
| | 2014 | 0 | 0 | 0 | 0 | 7 | 7 |
| Aggravated Assault | 2013 | 0 | 0 | 0 | 0 | 1 | 1 |
| | 2014 | 0 | 0 | 0 | 0 | 2 | 2 |
| Motor Vehicle Theft | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 2 | 2 |
| Arson | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 2013 | 6 | 0 | 0 | 6 | 0 | 6 |
| | 2014 | 4 | 0 | 0 | 4 | 0 | 4 |
| Sex Offenses, Forcible | 2013 | 1 | 0 | 0 | 1 | 0 | 1 |
| | 2014 | 11 | 0 | 0 | 11 | 1 | 12 |
| Sex Offenses, Non-Forcible | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 2013 | 0 | 0 | 0 | 0 | 1 | 1 |
| | 2014 | 0 | 0 | 0 | 0 | 1 | 1 |
| Dating Violence | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Liquor Law: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Drug Law: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 2 | 2 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Illegal Weapons Possession: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |

There are no hate crime statistics to report for calendar years 2013 or 2014.
 Reported crimes may involve individuals not associated with the institution.
 Unfounded crimes: 2013 = 0, 2014 = 0

| OFFENSE | On-Campus Property | On-Campus Student Housing Facilities | Noncampus Property | Campus Total | Public Property | Total |
|---|--------------------|--------------------------------------|--------------------|--------------|-----------------|-------|
| Boston Health Sciences, 2015 | | | | | | |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 1 | 1 | 0 | 1 | 0 | 1 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 1 | 1 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 1 | 1 |
| Burglary | 3 | 0 | 0 | 3 | 0 | 3 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 4 | 4 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 0 | 0 | 0 | 0 | 3 | 3 |
| Dating Violence | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 2 | 2 |
| Disciplinary Referrals: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Drug Abuse Violations | 0 | 0 | 0 | 0 | 9 | 9 |
| Disciplinary Referrals: Drug Abuse Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Liquor Law Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Liquor Law Violations | 0 | 0 | 0 | 0 | 0 | 0 |

There was one hate crime to report in 2015, which was an act of vandalism on campus with a race bias.

Unfounded crimes: 2015 = 0

| LOCATION OF OCCURRENCE | Year | On-Campus (Incl. Residential) | On-Campus Residential | Off-Campus Property | Campus Totals | Public Property | Total |
|--------------------------------------|------|-------------------------------|-----------------------|---------------------|---------------|-----------------|-------|
| Medford/Somerville, 2013–2014 | | | | | | | |
| Murder/Non-Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 2013 | 1 | 1 | 0 | 1 | 1 | 2 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 2013 | 2 | 1 | 0 | 2 | 0 | 2 |
| | 2014 | 2 | 1 | 0 | 2 | 0 | 2 |
| Motor Vehicle Theft | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 1 | 1 |
| Arson | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 2013 | 13 | 11 | 2 | 15 | 0 | 15 |
| | 2014 | 18 | 15 | 0 | 18 | 0 | 18 |
| Sex Offenses, Forcible | 2013 | 12 | 9 | 1 | 13 | 0 | 13 |
| | 2014 | 14 | 14 | 0 | 14 | 0 | 14 |
| Sex Offenses, Non-Forcible | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 2 | 2 | 0 | 2 | 0 | 2 |
| Dating Violence | 2013 | 2 | 2 | 0 | 2 | 0 | 2 |
| | 2014 | 1 | 1 | 0 | 1 | 0 | 1 |
| Stalking | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Liquor Law: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 49 | 46 | 0 | 49 | 0 | 49 |
| | 2014 | 81 | 78 | 0 | 81 | 0 | 81 |
| Drug Law: Arrests | 2013 | 1 | 0 | 1 | 2 | 0 | 2 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 2 | 1 | 0 | 2 | 0 | 2 |
| | 2014 | 1 | 0 | 0 | 1 | 0 | 1 |
| Illegal Weapons Possession: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |

There are no hate crimes to report for calendar years 2013. In 2014 there was one hate crime to report, which was an act of vandalism on a non-residential building with a religious bias. Reported crimes may involve individuals not associated with the institution. Unfounded crimes: 2013 = 0, 2014 = 0

| OFFENSE | On-Campus Property | On-Campus Student Housing Facilities | Noncampus Property | Campus Total | Public Property | Total |
|---|--------------------|--------------------------------------|--------------------|--------------|-----------------|-------|
| Medford/Somerville, 2015 | | | | | | |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 17 | 15 | 0 | 17 | 0 | 17 |
| Fondling | 7 | 5 | 1 | 8 | 0 | 8 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 4 | 3 | 0 | 4 | 0 | 4 |
| Burglary | 8 | 4 | 0 | 8 | 0 | 8 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 2 | 1 | 0 | 2 | 0 | 2 |
| Dating Violence | 4 | 4 | 0 | 4 | 0 | 4 |
| Stalking | 1 | 0 | 0 | 1 | 0 | 1 |
| Arrests: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Drug Abuse Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Drug Abuse Violations | 2 | 1 | 0 | 2 | 0 | 2 |
| Arrests: Liquor Law Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Liquor Law Violations | 101 | 99 | 0 | 101 | 0 | 101 |

There were no hate crimes reported in 2015.

Unfounded crimes: 2015 = 0

| LOCATION OF OCCURRENCE | Year | On-Campus (Incl. Residential) | On-Campus Residential | Off-Campus Property | Campus Totals | Public Property | Total |
|-------------------------------------|------|-------------------------------|-----------------------|---------------------|---------------|-----------------|-------|
| Grafton, 2013–2014 | | | | | | | |
| Murder/Non-Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex Offenses, Forcible | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex Offenses, Non-Forcible | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dating Violence | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Liquor Law: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 1 | 0 | 0 | 1 | 0 | 1 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Drug Law: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Illegal Weapons Possession: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |

There are no hate crime statistics to report for calendar years 2013 or 2014.
Reported crimes may involve individuals not associated with the institution.
Unfounded crimes: 2013 = 0, 2014 = 0

| OFFENSE | On-Campus Property | On-Campus Student Housing Facilities | Noncampus Property | Campus Total | Public Property | Total |
|---|--------------------|--------------------------------------|--------------------|--------------|-----------------|-------|
| Grafton, 2015 | | | | | | |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 0 | 0 | 0 | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Drug Abuse Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Drug Abuse Violations | 0 | 0 | 1 | 1 | 0 | 1 |
| Arrests: Liquor Law Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Liquor Law Violations | 0 | 0 | 0 | 0 | 0 | 0 |

There were no hate crimes reported in 2015.

Unfounded crimes: 2015 = 0

| LOCATION OF OCCURRENCE | Year | On-Campus (Incl. Residential) | On-Campus Residential | Off-Campus Property | Campus Totals | Public Property | Total |
|-------------------------------------|------|-------------------------------|-----------------------|---------------------|---------------|-----------------|-------|
| Talloires, 2013–2014 | | | | | | | |
| Murder/Non-Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Negligent Manslaughter | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex Offenses, Forcible | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sex Offenses, Non-Forcible | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Dating Violence | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Liquor Law: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Drug Law: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Illegal Weapons Possession: Arrests | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |
| Violations & Disciplinary Referrals | 2013 | 0 | 0 | 0 | 0 | 0 | 0 |
| | 2014 | 0 | 0 | 0 | 0 | 0 | 0 |

There are no hate crime statistics to report for calendar years 2013 or 2014.
Reported crimes may involve individuals not associated with the institution.
Unfounded crimes: 2013 = 0, 2014 = 0

| OFFENSE | On-Campus Property | On-Campus Student Housing Facilities | Noncampus Property | Campus Total | Public Property | Total |
|---|--------------------|--------------------------------------|--------------------|--------------|-----------------|-------|
| Talloires, 2015 | | | | | | |
| Murder/Non-Negligent Manslaughter | 0 | 0 | 0 | 0 | 0 | 0 |
| Manslaughter By Negligence | 0 | 0 | 0 | 0 | 0 | 0 |
| Rape | 0 | 0 | 0 | 0 | 0 | 0 |
| Fondling | 0 | 0 | 0 | 0 | 0 | 0 |
| Incest | 0 | 0 | 0 | 0 | 0 | 0 |
| Statutory Rape | 0 | 0 | 0 | 0 | 0 | 0 |
| Robbery | 0 | 0 | 0 | 0 | 0 | 0 |
| Aggravated Assault | 0 | 0 | 0 | 0 | 0 | 0 |
| Burglary | 0 | 0 | 0 | 0 | 0 | 0 |
| Motor Vehicle Theft | 0 | 0 | 0 | 0 | 0 | 0 |
| Arson | 0 | 0 | 0 | 0 | 0 | 0 |
| Domestic Violence | 0 | 0 | 0 | 0 | 0 | 0 |
| Dating Violence | 0 | 0 | 0 | 0 | 0 | 0 |
| Stalking | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Weapons: Carrying, Possessing, etc. | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Drug Abuse Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Drug Abuse Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Arrests: Liquor Law Violations | 0 | 0 | 0 | 0 | 0 | 0 |
| Disciplinary Referrals: Liquor Law Violations | 0 | 0 | 0 | 0 | 0 | 0 |

There were no hate crimes reported in 2015.

Unfounded crimes: 2015 = 0

CLERY ACT CRIME DEFINITIONS

Murder and Non-Negligent Manslaughter

The willful (non-negligent) killing of one human being by another. Deaths caused by negligence, attempts to murder, assaults to murder, suicides, accidental deaths, and justifiable homicides (e.g., killing of a felon by a peace officer in the line of duty) are excluded.

Manslaughter by Negligence

The killing of another person through gross negligence of another. Traffic fatalities, accidental deaths unrelated to gross negligence or death due to an individual's own negligence is excluded.

Robbery

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

Aggravated Assault

An unlawful attack by one person upon another for the purpose of inflicting severe or aggravated bodily injury. This type of assault usually is accompanied by the use of a weapon or by means likely to produce death or great bodily harm. Aggravated assault includes assaults or attempts to kill or murder, assault with a dangerous weapon, maiming, mayhem, assault with disease, explosives and poisoning (including the use of date rape drugs).

Motor Vehicle Theft

The theft or attempted theft of a motor vehicle. (Classifies as motor vehicle theft all cases where automobiles are taken by persons not having lawful access, even though the vehicles are later abandoned—including joy riding).

Arson

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

Burglary

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

Sex Offenses

Any sexual act directed against another person, without consent of the victim, including instances where the victim is incapable of giving consent.

- **Rape:** The penetration, no matter how slight, of the vagina or anus with any body part or object, or oral penetration by sex organ of another person, without the consent of the victim. This offense includes the rape of both males and females.
- **Fondling:** The touching of the private body parts of another person for the purpose of sexual gratification, without consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity.
- **Incest:** Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- **Statutory Rape:** Sexual intercourse with a person who is under the statutory age of consent.

CLERY ACT HATE/BIAS CRIMES

A hate crime is defined as a criminal offense committed against a person or property that is motivated in whole or in part by the offender's bias. A hate crime manifests evidence that a victim was selected because of his/her actual or perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability. A hate crime is not a separate, distinct crime but is the commission of a criminal offense that was motivated by the offender's bias. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim's perceived race, gender, gender identity, religion, sexual orientation, ethnicity, national origin, or disability, the crime is classified as a hate crime. For more information on the definition and classification of hate/bias crimes, see [fbi.gov/about-us/cjis/ucr/data-collection-manual](https://www.fbi.gov/about-us/cjis/ucr/data-collection-manual).

Bias

Bias is a preformed negative opinion or attitude toward a group of persons based on their race, gender, gender identity, religion, disability, sexual orientation, ethnicity, or national origin.

Although there are many possible categories of bias, under Clery only the following eight categories are reported:

- **Race:** A preformed negative attitude toward a group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair; facial features, etc.)

genetically transmitted by descent and heredity, which distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

- **Gender:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender, e.g., male or female.
- **Gender Identity:** A preformed negative opinion or attitude toward a person or group of persons based on their actual or perceived gender identity, e.g., bias against transgender or gender non-conforming individuals.
- **Religion:** A preformed negative opinion or attitude toward a group of persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being, e.g., Catholics, Jews, Protestants, atheists.
- **Sexual Orientation:** A preformed negative opinion or attitude toward a group of persons based on their actual or perceived sexual orientation.
- **Ethnicity:** A preformed negative opinion or attitude toward a group of people whose members identify with each other, through a common heritage, often consisting of a common language, common culture (often including a shared religion), and/or ideology that stresses common ancestry.
- **National Origin:** A preformed negative opinion or attitude toward a group of people based on their actual or perceived country of birth.
- **Disability:** A preformed negative opinion or attitude toward a group of persons based on their physical or mental impairments/challenges, whether such disability is temporary or permanent, congenital, or acquired by heredity, accident, injury, advanced age, or illness.

Tufts University is required to report statistics for hate/bias crimes by the type of bias for the prior listed offenses (see definitions above) as well as the crimes of larceny, simple assault, intimidation, and vandalism (see definitions below).

The below listed crimes are not Clery reportable crimes unless the crime was motivated by bias.

- **Larceny-Theft:** The unlawful taking, carrying, leading, or riding away of property from the possession or constructive possession of another. (Note: Constructive possession is the condition in which a person does not have physical custody or possession, but is in a position to exercise dominion or control over a thing.)
- **Simple Assault:** An unlawful physical attack by one person upon another where neither the offender displays a

weapon, nor the victim suffers obvious severe or aggravated bodily injury involving apparent broken bones, loss of teeth, possible internal injury, severe laceration, or loss of consciousness.

- **Intimidation:** To unlawfully place another person in reasonable fear of bodily harm through the use of threatening words and/or other conduct, but without displaying a weapon or subjecting the victim to actual physical attack.
- **Destruction/Damage/Vandalism of Property (Except “Arson”):** To willfully or maliciously destroy, damage, deface or otherwise injure real or personal property without the consent of the owner or the person having custody or control of it.

A hate crime is not a separate, distinct crime, but is the commission of a criminal offense that was motivated by the offender’s bias. If the facts of the case indicate that the offender was motivated to commit the offense because of his/her bias against the victim’s race, religion, ethnicity, national origin, gender, gender identity, sexual orientation, or disability, the crime is classified as a hate crime. Sufficient objective facts must be present to lead a reasonable and prudent person to conclude that the reported actions were motivated in whole or in part by bias.

Domestic Violence, Federal Definition

(1) A felony or misdemeanor crime of violence committed (i) By a current or former spouse or intimate partner of the victim (ii) By a person with whom the victim shares a child in common (iii) By a person who is cohabitating with or has cohabitated with the victim as a spouse or a partner (iv) By a person similarly situated to a spouse of the victim under the domestic violence laws of the jurisdiction in which the crime of violence occurred, or (v) By any other person against an adult or youth victim who is protected from that person’s acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.

Dating Violence, Federal Definition

Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the victim. (1) The existence of such a relationship shall be determined based on the reporting party’s statement and with consideration of the length of the relationship, the type of relationship, and the frequency of interaction between the persons involved in the relationship. (2) For purposes of this definition: (i) Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. (ii) Dating violence does not include acts covered under the definition of domestic violence. (3) For the purposes of complying with the requirements of this section, any incident

meeting this definition is considered a crime for the purposes of Clery Act reporting.

Stalking, Federal Definition

(1) Engaging in a course of conduct directed at a specific person that would cause a reasonable person to: (i) Fear for the person's safety or the safety of others; or (ii) Suffer substantial emotional distress. (2) For the purposes of this definition: (i) Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device or means, follows, monitors, observes, surveils, threatens, or communicates to or about, a person, or interferes with a person's property. (ii) Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling. (iii) Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.

Liquor Law Violations

The violation of laws or ordinance prohibiting: the manufacture, sale, transporting, furnishing, possessing of intoxicating liquor; maintaining unlawful drinking places; bootlegging; operating a still; furnishing liquor to minor or intemperate person; using a vehicle for illegal transportation of liquor; drinking on a train or public conveyance; all attempts to commit any of the aforementioned. (Drunkenness and driving under the influence are not included in this definition.)

Drug Abuse Violations

Violations of state and local laws relating to the unlawful possession, sale, use, growing, manufacturing, and making of narcotic drugs. The relevant substances include: opium or cocaine and their derivatives (morphine, heroin, codeine); marijuana; synthetic narcotics (Demerol, methadone); and dangerous non-narcotic drugs (barbiturates, Benzedrine).

Weapon Law Violations

The violation of laws or ordinances dealing with weapon offenses, regulatory in nature, such as: manufacture, sale, or possession of deadly weapons; carrying deadly weapons, concealed or openly; furnishing deadly weapons to minors; aliens possessing deadly weapons; all attempts to commit any of the aforementioned.

(Crime definitions are from the Uniform Crime Reporting Handbook. Sex offense definitions are from the National Incident-Based Reporting System edition of the Uniform Crime Reporting Program.)

SELECTED MASSACHUSETTS STATE DEFINITIONS

Rape

Under Chapter 265, Section 22, of the Massachusetts General Laws, rape is defined as: Having sexual intercourse or unnatural sexual intercourse with a person and compelling such person to submit by force and against his or her will, or compelling such person to submit by threat of bodily injury.

Statutory Rape (16 or under)

Pursuant to M.G.L. Chapter 256, Section 22A, whoever has sexual intercourse or unnatural sexual intercourse with a child under 16, and compelling such child to submit by force and against this will or compels such child to submit by threat of bodily injury is prohibited by law.

Indecent Assault and Battery of a Person Under 14

M.G.L. Chapter 265, Sections 13B, 13B1/2, 13B3/4, 13BF also prohibit indecent assault and battery of a person under 14 and persons over 14 in general, by mandatory reporters, by individuals previously convicted of a crime, and where intellectual disability of the victim exists. Although these chapters do not provide for a statutory definition, it should be noted that conduct such as touching an individual in an indecent way including touching person's breasts, buttocks, pubic areas, among other body parts, is prohibited by this law. Consent of the person under age 14 will not be considered as part of the evaluation of this crime.

Indecent Assault and Battery of a Person Over 14

M.G.L. Chapter 265, Section 13H also prohibits indecent assault and battery of a person over 14. Although this chapter does not provide for a statutory definition, it should be noted that conduct such as touching an individual in an indecent way including touching person's breasts, buttocks, pubic areas, among other body parts, may be prohibited by this law. Consent to the touching will be considered in the evaluation of this crime.

Domestic Violence

Massachusetts does not have one state definition of dating or domestic violence. However, the most commonly used definition applied to dating and/or domestic violence is found in M.G.L. c. 209A, which affords complainant/victim/survivors of domestic violence (and other relationship violence) the option to apply for an order of protection ("restraining order") in the state courts.

Under M.G.L. c. 209A, §1, the definition is drawn from the following:

"Abuse," the occurrence of one or more of the following acts between family or household members:

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

. . . “Family or household members,” persons who:

- (a) are or were married to one another;
- (b) are or were residing together in the same household;
- (c) are or were related by blood or marriage;
- (d) have ever married or lived together; or
- (e) are or have been in a substantive dating or engagement relationship, which shall be adjudged by district, probate, or Boston municipal courts consideration of the following factors:

- (1) the length of time of the relationship; (2) the type of relationship; (3) the frequency of interaction between the parties; and (4) if the relationship has been terminated by either person, the length of time elapsed since the termination of the relationship.

Stalking

Under Massachusetts law, M.G.L., ch. 265, Section 43, an individual engages in stalking if s/he:

1. willfully and maliciously engages in a knowing pattern of conduct or series of acts over a period of time directed at a specific person that seriously alarms or annoys that person and would cause a reasonable person to suffer substantial emotional distress; and
2. makes a threat with the intent to place the person in imminent fear of death or bodily injury.

COMMUNITY ORIENTED POLICING AND PROBLEM SOLVING (COPPS)

TUPD undertook a self-initiated process to reevaluate, recommit, and renew its focus on strengthening community-police relations while creating a culture of prevention through partnerships and collaborative problem solving. To meet this objective, TUPD made an organizational commitment to develop and implement strategies designed to support the philosophy of Community Oriented Policing and Problem Solving (COPPS).

The COPPS philosophy recognizes that safety is a shared responsibility that is best achieved when working in partnership with the community. Frequent community engagement sets the foundation that is needed to build sustained and meaningful partnerships and engage in collaborative crime prevention and/or problem-solving strategies.

This initiative is an ongoing evolutionary process that incorporates periodic self-assessments and a commitment toward identifying and/or pursuing promising ideas and emerging practices that are designed to support the philosophy of COPPS.

COPPS Programs

- **ResCop**—The Residential Community Policing or the “ResCop,” program is designed to enhance engagement between TUPD and the residence life community, and work in partnership to prevent crime and address safety, security, and quality of life issues within the residence halls. Select TUPD officers are assigned to work in collaboration with each of the four Area Residence Directors (ARDs), RAs, and student residents, and act as liaisons between Residential Life and Public Safety.

- **Geographic Based Community Oriented Policing and Problem Solving**—Geographic based deployment plans help to improve the level of service and facilitate more contact between the police and the community stakeholders within a particular service area. TUPD has initiated a geographically based deployment plan on the Medford/Somerville campus as a key strategy to build long-term meaningful partnerships through consistency and familiarization.

TUPD officers are assigned to one of three specific areas (beats) within the campus to engage in COPPS initiatives. Officers, through frequent and consistent engagement activities within a defined area, develop a greater sense of local concerns, build stronger ties within the community, and take ownership of problems within their assigned beat.

- **If I were a Thief**—This program is designed to help students to remember to lock their dorm room door when they leave, even when going to the restroom or to take a shower. This program is conducted at the beginning of September when the students meet with their resident director and resident assistants for an all-hall meeting.
- **Coffee with a Cop**—TUPD is pleased to offer a nationally recognized program called “Coffee with a Cop,” designed to break barriers between the police and members of the community in an open forum over a cup of coffee. This simple idea brings police officers and community members together—over coffee—to discuss issues and learn more about each other. Members of the community can ask questions, raise concerns, or just say hello and enjoy a cup of coffee with TUPD members.

- **Bicycle Registration**—Students are allowed to bring bicycles to campus, but we ask them to register their bicycle with Tufts Police. We advise students to register their bicycle, so if the bicycle needs to be moved, we can contact the student instead of cutting the lock to remove it. Also this program helps in the recovery of a bicycle that is stolen and recovered by another police department. This program is conducted during Late Night with TUPD and throughout the school year with different events on campus.
- **Laptop Security**—Laptop security, whether it is visual or internal to the computer, is a great deterrent. Tufts Police will provide information on different devices to help students keep their laptop safe. TUPD sells laptop locks in the Office of Administrative Service. This program is conducted during Late Night with TUPD and during Crime Prevention Month in October.
- **Operation Identification (engraving program)**—Engraving valuable items is another way of identifying your property if it is ever stolen. Students can borrow engravers for up to three days to engrave whatever they want to identify. The person borrowing the engraver would receive a pamphlet to record the following information: Description (make, model, color, etc.), serial number, and where marked. The owner would keep this form with their personal papers for identification purposes when and if the item is recovered. This program is conducted during Late Night with TUPD and during Crime Prevention Month in October.
- **Late Night with TUPD**—This program gives the ResCop an opportunity to meet students in their dorm(s) at the beginning of the fall semester. A crime prevention booth is set up with a display of pamphlets of information/programs offered by Public Safety. Some of the programs are listed above and we also have information from our law enforcement partners at the Transit Police about being safe while riding public transportation, ATM safety, how to contact the Boston Rape Crisis Center, etc. This program is conducted during the fall semester in all of the dorms that have a ResCop officer.

SECURITY AWARENESS PROGRAMS

During orientation in September (Medford/Somerville) and August (Boston and Grafton), students are informed of services offered by the Tufts Police. Video and PowerPoint presentations outline ways to maintain personal safety and residence hall security. Students are told about crime on campus and in surrounding neighborhoods. Similar information is presented to new employees. Crime Prevention Programs and Sexual Assault Prevention Programs are offered on a continual basis.

Periodically during the academic year, the Tufts Police, in cooperation with other university organizations and departments, may present crime prevention awareness sessions on all forms of sexual misconduct, including sexual assault, stalking, dating and domestic violence, as well as sessions on alcohol and drug abuse, theft, and vandalism, and educational sessions on personal safety and residence hall security.

A common theme of all awareness and crime prevention programs is to encourage students and employees to become aware of their responsibility for their own security and the security of others. In addition to seminars, information is disseminated to students and employees through Timely Warnings and Safety Alert posters, displays, videos, and articles and advertisements in university and student newspapers. When time is of the essence, information is released to the university community through Timely Warnings and Safety Alerts posted prominently throughout campus and sent over the university's electronic mail system.

SECURITY AND MAINTENANCE

Tufts University is like a small city with a large and mobile population. Facilities Services is responsible for the upkeep of university buildings and property.

The Tufts Police, in cooperation with Facilities Services and the Office of Residential Life, conduct periodic security surveys, lighting surveys, and inspections of electronic security systems in an ongoing effort to examine the need for modification and to elevate the level of campus protection.

Channels of internal communications exist to facilitate the repair or improvement of security systems on campus. Facilities Services recognizes the importance of responding promptly to requests that involve security issues.

ACCESS TO FACILITIES

The safety and security of the Tufts community is taken very seriously. Although Tufts encourages the local communities to use its facilities, this policy presents unique challenges in maintaining safety and security on all three campuses. As a result, there are a few general rules in place meant to prevent unauthorized access to university buildings and properties.

During the time period covered by this Annual Security and Fire Safety Report, Tufts maintained residence halls on the Medford/Somerville campus, one residence hall on the Boston Health Sciences campus, and one residential fraternity on the Grafton campus. Residence hall doors are equipped with card and/or punch key locking mechanisms to facilitate automatic securing of the residences 24 hours per day or in some instances with regular locking mechanisms. Doors to these locations are secured by key, key code

access, or card access. Only those with authorized access and invited guests who have legitimate business inside residence halls are allowed entry. All others are considered intruders and residents are urged to report their presence immediately to the Tufts Police. Access to academic, administrative, and clinical facilities varies by use and location. Duplicating keys, misuse of an access control card, or propping of exterior doors are a violation of university rules and violators may be disciplined.

All requests for interior or exterior door access must be approved by the Tufts Police.

NON-CAMPUS BUILDINGS OR PROPERTIES

Tufts University Police Department monitors and records through communications with the local police agencies, any criminal activity at non-campus locations where there are student organizations with non-campus housing facilities.

TUFTS THREAT ASSESSMENT AND MANAGEMENT PROGRAM

The Tufts Threat Assessment and Management Program (TTAM) was approved in October 2013 by President Monaco as a university-wide initiative designed to prevent targeted campus violence. The mission of TTAM is to determine if an individual poses, or may reasonably pose, a threat of violence to others in the Tufts community and to provide assistance to the individual in order to avert the threat and maintain the safety of the community. TTAM responds to reported threatening behavior exhibited by students, employees, and visitors of the university to ensure that Tufts remains a safe place in which to learn, work, and live. If you become aware of threatening behavior that you believe may pose a threat to our community or to one of its members, we encourage you to report the situation to TTAM via one of the following mechanisms: consult with a TTAM team member (see member listing at sites.tufts.edu/ttam/teams/), email the TTAM team at threatassessment@elist.tufts.edu, file a report online using Ethics Point, tufts-oeo.ethicspoint.com, (anonymously if you so choose), or call Tufts University Police. In the case of an imminent situation, always contact Tufts University Police immediately. For more information about TTAM and to view a list of your campus's team members, visit ttam.tufts.edu.

TIMELY WARNING

When the Department of Public Safety becomes aware of crimes that pose a serious or continuing threat to the campus community, a Timely Warning may be issued in the form of a mass email notification. When issued in response to an incident, a Timely Warning is intended to alert the community and to provide guidance to aid in the prevention

of similar incidents.

The decision to send a Timely Warning is made by university police command staff on a case by case basis, in light of the facts surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

The content of a Timely Warning will include pertinent information about the crime that triggered the warning and information that would promote safety and that could aid in the prevention of similar crimes. A Timely Warning will never include the name of a victim/survivor of the reported crime. When appropriate, follow-up information will be sent out to the community.

Students and employees should report criminal offenses that may warrant a timely warning to Tufts University Police Communications Center at 617.627.3030 or any extension phone on any campus by dialing x66911.

MISSING STUDENTS POLICY

Tufts University takes the safety and well being of its students very seriously and has adopted the following policy with respect to persons who are believed to be missing in accordance with the requirements under The Higher Education Opportunity Act of 2008.

All on-campus residential students have the option to register a confidential contact person to be notified in the event the student is determined to be missing. The confidential contact person, if one is so designated, may be in addition to and separate from the person designated by the student as an emergency contact. Only authorized campus officials and law enforcement officials will have access to this information. If a student opts to register a confidential contact person, a Missing Student Contact Registration Form should be completed and forwarded to the Department of Public and Environmental Safety. This form can be found on the Tufts University Department of Public and Environmental Safety website Missing Student Contact Registration Form publicsafety.tufts.edu/police/httpgoo-glhnyil4 and should be submitted via email at pubsafinfo@tufts.edu or brought to a Tufts University Police Station on any of the four campuses.

Students, employees, or other individuals must inform TUPD or the Dean of Student Affairs Office from the missing student's school if it is believed that a student is missing. If a student is officially determined by law enforcement to have been missing for more than 24 hours, or if circumstances require more immediate action, the university will notify the local law enforcement agency and the student's Confidential

Contact Person or (if none has been designated) his or her designated emergency contact. If the student is under 18 years of age and is not emancipated, the university will notify the student's custodial parent or guardian and any other confidential contact person identified by the student.

EMERGENCY RESPONSE AND EVACUATION

All emergencies should be reported to the Tufts University Police Department (see Reporting Crimes and Emergencies on page 19). Senior administrators in the Department of Public & Environmental Safety are responsible for coordinating university response to emergencies in accordance with plans developed under the leadership of the director of Emergency Management. Members of the university community should familiarize themselves with the Emergency Response Guide, found online at emergency.tufts.edu/guide, and also available in print. Request a print copy online, or pick one up at the university police station on your campus, and keep your print copy readily available in your workplace or campus residence to quickly refer to when needed.

In the event of a significant emergency or dangerous situation involving an immediate threat to the health or safety of the Tufts community, Tufts University will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system, unless issuing a notification will, in the professional judgment of responsible authorities, compromise efforts to assist a victim or to contain, respond to, or otherwise mitigate the emergency. University administrators, led by the director of Emergency Management, will confirm the emergency, determine the content of the notification, and select the appropriate method(s) of delivery, which may include email, paper postings, or activation of TuftsAlert (emergency alert system). In the case of an immediate threat, the university police supervisor on duty at the time of the emergency will confirm the threat, determine what alert message to send, determine the segment of the university that will be affected, and direct a member of the Department of Public and Environmental Safety to activate TuftsAlert. Messages will be sent to all community members for whom Tufts has contact information on the affected campus(es), and will contain only a very brief description of the

type of emergency along with instructions on how to protect yourself. It's critical that recipients of the alert message follow the instructions immediately. After the initial alert message, additional information may be distributed by another alert message, by email, or by web at [tufts.edu](https://tufts.edu/announcements.tufts.edu) and announcements.tufts.edu.

Messages from TuftsAlert are sent to university email accounts and can be sent by text message to mobile phones, and by voice to any enrolled phone number; however, users must provide their contact information to be included in the system. Members of the community are reminded to provide/update their contact information at the beginning of each semester, or may update their contact information at any time by visiting emergency.tufts.edu/alertupdate. A full-scale test of TuftsAlert is performed at the beginning of the fall and spring semesters on a date that is announced by email and in various campus publications. During these tests, the university will publicize a link to its emergency and response procedures in the Emergency Response Guide and will document for each test a description of the exercise, the date, time, and how it was announced. Visit emergency.tufts.edu/alert for more information.

Emergency Evacuation

In the event it becomes necessary to evacuate a building, the fire alarm system, or in some buildings a public announcement system, may be used to notify occupants. When the fire alarm sounds, proceed quickly and calmly to the nearest exit or follow the instructions provided over the announcement system.

Always bring essentials with you such as a purse, keys, or jacket—you could be displaced from the building for an extended period of time. Do not use elevators. It is recommended that you familiarize yourself with two means of exit from areas where you routinely work, study, or live. Each building has one or more signs posted in a public area identifying the Area of Gathering, where people should assemble after evacuation. Remain outside the building until a public safety official authorizes reentry or directs you to an Area of Temporary Shelter if the evacuation will be for an extended period of time. Visit emergency.tufts.edu/guide for more information on evacuation and fire safety.

Tufts Prohibits Sexual Assault, Stalking, Dating and Domestic Violence

Sexual assault and rape are crimes of violence that are prohibited and are never acceptable at Tufts University. Tufts University policy prohibits sex and gender discrimination, sexual harassment, sexual assault, and sexual exploitation. All the aforementioned conduct is referred to in the Tufts policy as “sexual misconduct.” Tufts policy also prohibits relationship violence (including dating and domestic violence) and stalking, all as defined by the Clery Act. Retaliation is also prohibited by Tufts policy. Sexual misconduct covered under Tufts policy can occur in any sex or gender configuration (i.e., between the same sex or different sex or gender) and regardless of sex, gender identity or expression, or sexual orientation. For more information about Tufts’ policy prohibiting sexual misconduct, stalking, dating and domestic violence see oio.tufts.edu/policies-and-procedures/sexual-misconduct-policy. Please note that although this Annual Security and Fire Safety Report summarizes Tufts’ policies and procedures applicable to sexual misconduct, stalking, and dating or domestic violence, the actual policy and procedure will control.

All allegations of sexual misconduct, stalking, and dating or domestic violence in violation of Tufts policy can be reported to TUPD, the Director of the Office of Equal Opportunity and Title IX/504 Coordinator, Jill Zellmer, at jill.zellmer@tufts.edu, 617.627.3298, or through the Tufts reporting tool at tufts-oio.ethicspoint.com where reporters have the option of being anonymous. Crimes of violence that may violate both Tufts policy and applicable criminal law may be reported to law enforcement including Tufts Police.

Violations of policy prohibiting sexual misconduct, stalking, and dating or domestic violence are subject to disciplinary action. Disciplinary consequences for violations of Tufts policy may include probation, suspension (including indefinite suspension), and expulsion for students, and may include warnings (verbal or written), suspensions, and termination for employees. The university will provide interim measures as appropriate in response to reports of sexual misconduct, stalking, and dating or domestic violence in order to stop prohibited conduct, prevent its recurrence, and address any effects on campus from such conduct, including the elimination of a hostile environment. In some instances, this may lead to an accused person’s immediate removal from campus or other various available and appropriate interim measures. Generally, interim measures will be implemented in a manner that will minimize the burden on the victim/survivor whenever possible. Interim measures will also be provided

in a manner intended to protect the confidentiality of the victim/survivor to the fullest extent possible and to the extent that maintaining confidentiality will not impair the ability to provide interim or other protective measures and other supports or accommodations. Additional information about interim measures and other supports is available on the following pages.

Consent at Tufts

While there is currently no definition of consent in Massachusetts, under Tufts policy, consent is defined as follows: Consent occurs when individuals willingly, unambiguously, and knowingly agree to engage in sexual activity in a clear and affirmatively communicated way, understood by all of the parties involved. Consent is active, not passive. Signals of consent must be part of a mutual and ongoing process, offered freely and knowingly. Consent can be given by words or actions as long as those words or actions create clear, mutually understandable permission regarding the conditions of sexual activity. Relying solely on non-verbal communication can lead to misunderstandings and harmful consequences for all of the parties involved because this form of communication may be unclear. Individuals should be able to clearly articulate why and how they knew that they had received consent and what they considered to be indications of consent before they engaged in sexual behavior.

It is important to remember:

- Consent to one sexual act does not constitute or imply consent to another act
- Previous consent cannot imply consent to future sexual acts
- Consent is always required and cannot be assumed based on the parties’ relationship status or sexual history together
- Consent can be withdrawn at any time before or during sexual activity by either party

See oio.tufts.edu/policies-and-procedures/sexual-misconduct-policy.

REPORTING CRIMES AND EMERGENCIES

Members of the Tufts community are encouraged to report all crimes to TUPD. Members of the community may report crimes by visiting one of the four university police stations on the Medford/Somerville, Boston, SMFA at Tufts, or Grafton campuses, or by calling one of the listed phone numbers. These numbers can also be used if police or emergency medical services are needed in one of these locations. Emergency telephones are available throughout all four campuses. They

are either the general-use wall phones found in administrative and clinical buildings or outdoor telephones with direct links to campus police. They are marked by blue lights above them. There are more than 100 of these special blue light phones on the Medford/Somerville campus.

Reporting crime is important because it enables the university to respond to a victim's needs, to reassess security controls and patrol strategy, and develop better methods of crime prevention. Tufts Police officers investigate complaints filed by community members and pursue investigations to their most reasonable conclusion. Follow-up investigations may be conducted by detectives with support from local, state, or federal law enforcement agencies when necessary or otherwise appropriate.

The interests of the victim are always our primary concern. The Tufts Police recognize the importance of confidentiality and of protecting the identity of a victim in the course of a successful investigation. In criminal matters, the victim's preferences greatly influence the way in which a case is processed.

The university has a number of alternatives at its disposal to adjudicate inappropriate behavior, whether or not it is of a criminal nature. In addition to pursuing cases through the courts, the university uses the internal disciplinary procedures for students and employees described on page 22.

The university encourages the prompt, accurate reporting of all crimes to campus and local police when the victim of a crime elects to do so, and when the victim of a crime is able to make a report. The university also encourages voluntary, anonymous, and confidential reporting. **If you wish to report a crime anonymously, you may do so using the link publicsafety.tufts.edu and clicking on Departments, University Police, Report Crime, and Anonymous Crime Reporting.** Anonymous crime reports are received by EthicsPoint, a private company that provides this service to Tufts University in order to ensure your anonymity. When you file a report you will receive a Report Key and Password that allows Tufts police to ask follow-up questions without learning the reporter's identity. *Please log in to the EthicsPoint site within five days to check the status of your report and for follow-up questions.*

Options for Non-Confidential Reporting and Support

Students, private employees, and other community members (including any third parties) may seek the assistance of the Director of the Office of Equal Opportunity (OEO) and Title IX/504 Coordinator, Jill Zellmer, at 617.627.3298 or jill.zellmer@tufts.edu in reporting sexual misconduct, stalking, and dating or domestic violence. In addition, anyone can report sexual misconduct, stalking, and dating or

domestic violence or seek assistance through the Tufts reporting tool, EthicsPoint at tufts-oeo.ethicspoint.com where reporters have the option of being anonymous. Students may also seek the assistance of their dean or one of the many OEO liaisons (formerly known as Title IX liaisons) identified in this Annual Security and Fire Safety Report who have received training on how to address these reports. Employees and other community members may also contact Human Resources or an OEO liaison both of whom are located on every Tufts campus. OEO liaisons are also listed at oer.tufts.edu/tufts-university-title-ix-liaisons. All of these individuals can answer questions about university resources, supports, and internal/university-based adjudication options. While the aforementioned reporting options are not confidential, they do offer privacy to the extent possible. Students and employees who wish to make confidential reports have a number of confidential reporting options available to them on and off-campus.

Options for Confidential Reporting and Support

Confidential reporting options include communications with the health and mental health counselors and clergy. At Tufts we also employ a sexual misconduct resource specialist, Nandi Bynoe (nandi.bynoe@tufts.edu or 617.627.0765) who can provide information about resources available, including reporting options, for all members of the Tufts community. The sexual misconduct resource specialist is considered to have limited confidentiality as she must report—without identifying information—incidents of sexual misconduct to the Title IX coordinator for inclusion in the annual crime statistics. She will, however, maintain confidentiality unless there is an imminent threat of harm to the reporter/victim/survivor or others, reported conduct involves suspected abuse of a minor, or if otherwise permitted by the reporter or required by law or by court order.

REPORTING SEXUAL MISCONDUCT

Anyone who has been subject to any sexual misconduct, stalking, and dating or domestic violence is encouraged to report the incident to TUPD. Members of TUPD have been trained to respond appropriately and with sensitivity to such incidents, and who will assist in gaining the cooperation of other police agencies if the incident occurred off campus. TUPD will assist in obtaining emergency medical care and can anonymously page a trained professional counselor-on-call who is available to provide immediate, confidential, emotional support and assistance (the individual seeking this support is not required to give their name). TUPD can assist in securing important evidence and will provide information on obtaining restraining orders or other orders of protection. Notwithstanding TUPD's ability to provide this kind of support, the university, including

TUFTS' OFFICE OF EQUAL OPPORTUNITY (OEO)

OEO is responsible for making inquiries into sexual misconduct, stalking, and dating or domestic violence on behalf of the university and for acting as an independent fact-finding body for Tufts. OEO is also responsible for the investigations under the university-wide Sexual Misconduct Adjudication Process (SMAP) applicable to allegations of sexual misconduct, sexual assault, stalking, and dating or domestic violence that apply to students, as well as the process applicable to employees and third parties. OEO does not have the authority to take disciplinary action but shares its findings with the appropriate administrators who will determine what action, if any, should be taken in response to

OEO findings. OEO also facilitates training and educational events to address campus concerns about or resulting from sexual misconduct, stalking, and dating or domestic violence. In addition, the sexual misconduct prevention specialist (SMPS) is also available to conduct educational trainings such as healthy relationship trainings; bystander intervention; and other sexual misconduct, sexual assault, stalking, and dating or domestic violence prevention; and risk prevention trainings. Tufts offers a number of training, educational, and awareness programs each year, many that are overseen by OEO.

TUPD, will respect an individual's right and decision for anonymity and will report the incident to local law enforcement as may be required but not disclose the identity of the victim/survivor.

The Department of Public and Environmental Safety will issue a Timely Warning if there is a continuing threat to the community such as if an unknown assailant remains at large. If the suspect is at large, a Timely Warning will be issued identifying the suspect (if known) with the pertinent information to assist the community in being safe. The victim/survivor's name will never be disclosed on a Timely Warning.

TUPD will provide victims/survivors of sexual misconduct, stalking, and dating or domestic violence who report this misconduct occurring on or off Tufts campus with important information about their rights and options in writing.

This important information will include:

1. information on the importance of preserving evidence that may assist to support a criminal complaint or that may be helpful in obtaining a protective order;
2. information about how and to whom an incident may be reported;
3. information about how to seek protective orders and other interim measures/supports, including, but not limited to, stay away orders, no-contact orders, no trespass orders, safe housing, changes in work or academic schedules, academic supports, changes in housing, information about transportation, health and mental health counseling, obtaining victim advocacy, legal assistance, visa and immigration assistance, and student financial aid or assistance, among other information. These interim measures/supports or information will be made available as appropriate regardless of whether a victim/survivor opts

- to bring criminal and/or disciplinary charges;
4. options to notify law enforcement authorities (local and on-campus) and other campus authorities;
5. the right to be assisted by campus authorities in notifying local law enforcement if the victim/survivor chooses as well as the right to decline to notify law enforcement; and
6. the option to withhold the victim/survivor's name when to notifying law enforcement or other campus authorities.

Victims/survivors of sexual misconduct who may be reluctant to report to TUPD or wish to decline the involvement of law enforcement have many other options for where they can report and/or discuss these matters. This information is listed on the Resources List pages in this report and is also available at oio.tufts.edu/sexualmisconduct/resources.

Reporting a sexual assault, rape, incident of dating or domestic violence, stalking, or other form of sexual misconduct does not require the filing of criminal charges.

Preserving Evidence

Gathering of physical evidence can provide important support of criminal charges or orders of protection (i.e., restraining order). Victims/survivors who may wish to pursue criminal action (or wish to keep that option available) or orders of protection should be aware of the importance of immediately reporting the incident so that physical evidence can be preserved at the scene, as well as on the person. However, victims/survivors should know that they can always report the incident days, weeks, months, or even years after the misconduct occurred. Victims/survivors should understand that a delay in reporting could limit the amount of physical and other evidence available that could impact a criminal investigation, or the support for an order of protection.

It is very difficult to know in the immediate aftermath of a sexual assault (or other sexual misconduct), stalking, or

domestic or dating violence, whether or not an individual will want to pursue legal charges or seek an order of protection. Having evidence collected does not commit an individual to reporting or prosecuting the conduct; the evidence can be sent to the crime lab anonymously and held for a period of months. Evidence can usually be collected up to five (5) days after an assault, for instance, though the likelihood of capturing evidence decreases with time. Showering, urinating, and brushing teeth may destroy evidence. Clothing and bedding may contain evidence and can be taken to the Emergency Room in a paper bag (not plastic). Drugs used in sexual assault often leave the body very quickly. Individuals suspecting they may have been drugged should attempt to collect urine to take to the ER if urination is necessary before arriving in the ER. A number of confidential and non-confidential but private resources that may be able to provide additional information are listed in this document.

Prohibition Against Retaliation

Retaliation against anyone who reports an incident of sexual misconduct, stalking, and dating or domestic violence; brings forward a complaint; or in any way participates in an inquiry or investigation of this conduct under the university's policy is strictly prohibited. The prohibition against retaliation applies to a reasonable objection to conduct an individual believes in good faith to be a violation of law or policy. A person engaged in retaliatory conduct will be subject to disciplinary action by the university, which may include warnings, reprimands, probation, suspension (including indefinite suspension), or expulsion for students, and warnings (verbal or written), suspension, or termination for employees. The university will also provide interim measures in response to retaliation-related concerns in order to stop prohibited conduct, prevent its recurrence, and address any effects on campus from such conduct, including the elimination of a hostile environment. In some instances, this may lead to a responsible person's immediate removal from campus or other various appropriate interim or protective measures.

INVESTIGATIONS AND THE OFFICE OF EQUAL OPPORTUNITY (OEO)

It is the responsibility of the Tufts' Office of Equal Opportunity (OEO) to make inquiries into reports of sexual misconduct, stalking, and dating or domestic violence on behalf of the university. OEO has the responsibility—not the parties to a complaint—to gather information as part of an investigation. OEO may make inquiries into matters it knows or reasonably knows about without a complaint filed. Tufts has procedures for students, employees, and third parties that are intended to

provide for a prompt, equitable, fair, and impartial review of complaints.

OEO will only use investigators who are trained or otherwise knowledgeable about investigating and analyzing sexual misconduct, stalking, and dating or domestic violence complaints and have been trained on applicable law. OEO investigators are trained on issues of confidentiality and privacy such as how to respond to requests for confidentiality and how to evaluate factors when a complainant requests confidentiality. Awareness of confidential resources on campus is also required of all OEO investigators. Investigators as well as any panel members involved in adjudicatory and appeal panels are expected to be impartial and free from any conflicts of interest. Concerns about conflicts of interest should be reported promptly to the Title IX coordinator or to the appropriate dean of students (for student matters) or to Human Resources (for employees).

Complaint and Adjudication Process for Students

For students, violations of the university's policy that prohibits sexual misconduct, can be addressed through a formal complaint adjudication process entitled the Sexual Misconduct Adjudication Process (SMAP). The SMAP also applies to complaints filed relating to stalking and dating and domestic violence. A copy of the SMAP can be found on the OEO website at oio.tufts.edu/policies-and-procedures/sexual-misconduct-policy. Violations of university policy brought under the SMAP will be investigated and decided by a decision-making panel based on the preponderance of the evidence standard (that is whether it is more likely than not that university policy has been violated by the conduct alleged). Decisions under this process will be made by a trained panel of three adjudicators and the process is intended to provide for prompt, equitable, fair, and impartial proceedings. An appeals process is also provided by which either a complainant or a respondent may appeal the findings of the decision-making panel based on either: (1) procedural error, (2) new information, or (3) the sanction. Mediation will not be used as a means to address or resolve cases of sexual assault or other sex/gender-based violence, and those who have reported/experienced any conduct prohibited by the university's policy on sexual misconduct, stalking, and dating or domestic violence will not be required to resolve the matter directly with the respondent.

There is no time limitation for filing disciplinary complaints under the SMAP; however, the university can only exercise jurisdiction over a student who has expressed intent to attend Tufts or is a matriculated student (as defined by that program) at Tufts. Tufts may be limited in its ability to respond if a student graduates or otherwise withdraws from the university. Disciplinary consequences for students who

are found to have engaged in sexual misconduct, stalking, or dating or domestic violence may include denial of privileges, disciplinary probation, suspension (including indefinite suspension), and expulsion. See the OEO website for more information about disciplinary guidelines, oio.tufts.edu/sexual-misconduct-student/. Students who bring forward sexual misconduct, stalking, and dating or domestic violence claims under the SMAP will be told by the assigned investigator what information will be provided as part of the process, to whom, and why. Students proceeding with a claim under the SMAP may appeal decisions as set forth in the adjudication process.

Complaint and Adjudication Process for Employees and Third Parties

For employees and third parties, violations of the university's policy prohibiting sexual misconduct, stalking, and dating or domestic violence can be addressed under the Discrimination Complaint Processing Guidelines. A copy of these guidelines can be found on the OEO website, oio.tufts.edu/sexual-misconduct-policy-faculty-staff/.

Violations of the university's policy that prohibits sexual misconduct, stalking, and dating or domestic violence that are brought under the guidelines will be investigated and decided by the preponderance of the evidence standard (whether it is more likely than not that university policy has been violated by the conduct alleged). Under the guidelines, preliminary findings will be shared with the parties and each will be provided with an opportunity to provide additional information, if any, within seven (7) days. Following a review of this information, OEO will make a final decision and refer findings to the relevant decision-maker. Mediation will not be used as a means to address or resolve cases of sexual assault or other sex/gender-based violence and those who have reported/experienced sexual misconduct, including sexual assault and other sexual violence, will not be required to resolve the matter directly with the respondent or to confront respondent(s). Decisions regarding compliance with Tufts policy under this procedure will be made by a trained investigator and the process is intended to provide for prompt, equitable, fair, and impartial proceedings.

There is no time limitation for filing complaints under the guidelines; however, the university can only exercise jurisdiction over a current employee and may be limited in its ability to respond if a respondent is no longer employed. Disciplinary consequences for violations of the university's policy prohibiting sexual misconduct, stalking, and dating or domestic violence by employees may include verbal or written warnings, a memorandum of concern, denial of a promotion, demotion, suspension, or termination. Employees who

bring forward sexual misconduct, sexual assault, stalking, and dating or domestic violence claims under this process will be told by the assigned investigator what information will be provided, to whom, and why.

Additional Information Regarding Disciplinary Proceedings

Where complaints involve students and/or employees and/or third parties, the complaint process that applies to the respondent will normally control. Also, in any type of case brought pursuant to the university's policy prohibiting sexual misconduct, stalking, and dating or domestic violence, one individual each for the complainant or respondent may act as a support person/advisor and may accompany the complainant and respondent through this process. A support person/advisor is someone whom the complainant or respondent trusts to provide support, guidance, or advice during the process.

However, this support person will be limited in the manner of their participation in aforementioned disciplinary proceedings. Specifically, they will not be permitted to speak as part of the meetings or proceedings, and if the participation of a support person/advisor is disruptive, they may be restricted from the process. At the end of those proceedings (including following any appeal) the result of the disciplinary proceeding will be shared contemporaneously in writing with the parties. In cases involving sexual violence, stalking, and dating or domestic violence, findings and disciplinary actions may be shared consistent with the Family Education Rights and Privacy Act (FERPA).

Anonymous Complaints—Non-Confidential

OEO will accept anonymous reports. However, anonymous complainants and/or reporters should understand that while the university will do its best to address anonymous complaints and reports, it may be limited in its ability to investigate and otherwise respond to anonymous complaints and reports. Subject to any limitations in its ability to contact an anonymous source, OEO will inform an anonymous reporter and/or complainant of the information that OEO will need in order to investigate and the information that OEO will need to disclose in order to address the information reported or the complaint filed.

Anonymous reports of sexual misconduct may be made visiting EthicsPoint at tufts-oio.ethicspoint.com/ (anonymous reporting hotline) or by calling EthicsPoint at 866.384.4277.

Students seeking to make voluntary confidential reports (distinct from anonymous reports) may contact the university's sexual misconduct resource specialist, Nandi Bynoe (nandi.bynoe@tufts.edu, 617.627.0765), or may review available confidential reporting resources by visiting the OEO

website at oer.tufts.edu/sexualmisconduct/. Individuals may also provide voluntary confidential reports to the university for inclusion in its annual crime statistics.

Privacy

Tufts will respect the privacy of individuals involved in an investigation relating to sexual misconduct, stalking, and dating or domestic violence to the fullest extent possible. As a means of honoring the privacy of individuals, the university will advise individuals involved in an investigation that they, and those with whom they share information, also have a responsibility to honor the respect and privacy of other individuals involved. While the parties are not restricted from discussing or sharing information relating to their complaint with others who may support them or assist them in presenting their case (such as advisors and/or support persons), discretion remains important and is critical to preserving the integrity of the investigative process and the privacy of the individuals involved. For more information regarding privacy, see the Sexual Misconduct Policy at oer.tufts.edu/sexual-misconduct-student/ or contact OEO 617.627.3298 or oer@tufts.edu.

Requests to Remain Confidential or Anonymous

Note that if a victim/survivor requests that their name not be revealed to the respondent/accused or asks that the school not investigate or seek action against the respondent/accused, the Title IX coordinator in consultation with other administrators will consider a number of factors in determining whether the university can honor the request focused on campus safety. If the university determines that it can honor this request, the university's ability to respond fully to the incident, including pursuing disciplinary action against the alleged respondent/accused, may be limited. However, Tufts may be able to take steps to limit the effects of sexual misconduct, sexual assault, stalking, and dating and domestic violence and prevent further misconduct by, for instance, providing interim measures such as increased monitoring, imposing no-contact orders, or providing supervision or security at a location or under conditions where alleged misconduct occurred. The university will also provide interim measures/supports to students seeking anonymity or confidentiality, as appropriate. Interim measures/supports are described in more detail below.

In some instances a respondent may be spoken to without the complainant being identified. In other cases, issues of privacy must be balanced against the university's need to investigate and take appropriate action. Although the university affirms the right of victims/survivors to decide whether they wish to be involved in any process to address sexual misconduct, stalking, and dating or domestic violence; individuals should

understand that if the conduct at issue poses a threat to campus safety (which includes but is not limited to the involvement of violence, the use of weapons, or repeat offenders) the university will be compelled to address the conduct.

Resources/Interim Measures

Tufts will provide support services or "interim measures" as appropriate for students and employees with concerns that relate to sexual misconduct, stalking, and dating or domestic violence. These support services or interim measures are available to individuals even if they choose not to file or pursue a disciplinary complaint or if the status of a respondent/accused to the university is unclear (unenrolled student, non-employee, etc.). Some of these interim measures include but are not limited to: stay away orders; no-contact orders; no trespass orders; safe housing; changes in work or academic schedules; academic supports; changes in housing; information about topics such as: transportation, health and mental health counseling, obtaining victim advocacy, obtaining legal assistance, obtaining visa and immigration assistance; and student financial aid or other financial assistance, if any. These support services and interim measures if appropriate will be available at any time, including prior to or absent an investigative or adjudication process, during an investigative or adjudication process and after the conclusion of the adjudication process. Generally interim measures will be implemented in a manner that will minimize the burden on victim/survivor whenever possible while at the same time observing the victim/confidentiality as much as possible.

Tufts University's Title IX/504 Coordinator and Director of OEO, Jill Zellmer (jill.zellmer@tufts.edu; 617.627.3298), is responsible for ensuring the implementation of support services and interim measures and can provide information regarding available options in consultation with other relevant Tufts administrators (deans of students, counseling staff, etc.). Further, the sexual misconduct resource specialist, Nandi Bynoe (nandi.bynoe@tufts.edu; 617.627.5712), can also assist with interim measures and information related to reporting options, resources, and support for all parties with limited policy-based confidentiality.

Leniency and Maintaining Focus on Sexual Misconduct, Stalking, and Dating or Domestic Violence in Disciplinary Matters

Individuals may be concerned about reporting sexual misconduct, stalking, and dating or domestic violence, believing that their own behavior might subject them to disciplinary action (e.g., a victim or witness is underage and was using alcohol or drugs at the time of the incident). Witnesses and victims/survivors should be assured that the focus in the

university's review of sexual misconduct, stalking, and dating or domestic violence is always on the reported behavior, not on whether someone was, for example, using alcohol or drugs at the time. Individuals are encouraged to come forward and report such conduct regardless of the surrounding circumstances. In situations involving allegations of sexual misconduct, stalking, and dating or domestic violence, Tufts University will, to the extent allowed by applicable laws and university policy, seek to make the sexual misconduct, stalking, and dating or domestic violence allegation the primary focus of any investigation or disciplinary action. In such circumstances, the university will exercise leniency regarding secondary conduct violations (e.g., underage drinking) and those issues will not be subjected to adjudication. It should be noted that the use of alcohol or drugs does not excuse sexual misconduct, stalking, and dating or domestic violence, and a person who has been incapacitated through the use of alcohol and drugs (or by any other means) cannot give effective consent to sexual activity.

Cooperation with Law Enforcement

OEO will conduct its own investigation and adjudication of a disciplinary complaint, regardless of whether the alleged sexual misconduct, stalking, and dating or domestic violence is also being pursued by law enforcement through the criminal justice system. OEO will comply with law enforcement requests for cooperation. At times, that cooperation may

require OEO to temporarily suspend its fact-finding investigation while law enforcement gathers evidence. OEO will promptly resume its fact-finding investigation as soon as it is notified that law enforcement has concluded its information gathering and/or that doing so would not impede any law enforcement activities.

Additional information and resources concerning sexual misconduct, sexual assault, stalking, and dating or domestic violence can be found on page 26 of this report or by reviewing the university's policy and procedures that prohibit and address sexual misconduct, sexual assault, stalking, and dating or domestic violence at oeo.tufts.edu/sexual-misconduct-student/.

Individuals seeking additional information should also visit the Tufts Sexual Misconduct Resource site at oeo.tufts.edu/care/.

SEX-OFFENDER REGISTRY

Consistent with legal requirements, Tufts is providing a link to the Massachusetts Sex Offender Registry as part of this Report. The Massachusetts Sex Offender Registry Board is responsible for maintaining a database of convicted sex offenders. Information on the Massachusetts Sex Offender Registry Board can be found at the local police departments or online at mass.gov/sorb. The information contained in this registry cannot be used to commit a crime or to engage in illegal discrimination or harassment of an offender.

TUFTS' EDUCATIONAL PROGRAMS TO PROMOTE PREVENTION AND AWARENESS OF SEXUAL MISCONDUCT

Tufts is dedicated to the prevention and awareness of sexual misconduct, stalking, and dating or domestic violence within the Tufts community and conducts a number of prevention and awareness programs for its community members each year. Many of these programs provide information about sexual misconduct, sexual assault, stalking, and dating or domestic violence and often include information about risk reduction through safe and positive bystander intervention.

Tufts' sexual misconduct prevention specialist, Alexandra Donovan, is responsible for coordinating and implementing these efforts university-wide. A selected listing of Tufts' awareness and prevention programs is listed below. However, please note that Tufts responds on a regular basis to needs for additional educational and awareness programs university-wide that are not listed below.

Additional information and/or suggestions or requests, for programming should be directed to Alexandra Donovan at 617.627.5140; or by email at alexandra.donovan@tufts.edu.

Also, additional information about ongoing programs, safety alerts and educational and other information for

the Tufts community about sexual misconduct prevention can be found at the website of Tufts' Center for Awareness Resources and Education (CARE): <http://oeo.tufts.edu/care/>.

Selected Tufts Educational Programs

OEO Training—One aspect of Tufts' prevention and awareness training includes annual and other regular training on Tufts' internal policies and procedures for addressing sexual misconduct, stalking, and dating or domestic violence.

OEO annually conducts mandatory trainings for all first-year and transfer students and other student groups that may request it. During orientation in particular, these conversations focus on the university's policy and procedures prohibiting sexual misconduct, stalking, and dating or domestic violence, but also on the university's definition of consent, incapacity, and force. These interactive trainings include scenarios and vignettes for discussion and analysis.

HAVEN—This online learning program created by EverFi is provided to AS&E students and is mandatory for entering first-year undergraduate students.

First-Year Student (AS&E) Pre-Orientation and Orientation Events

- Healthy Living Week—providing first-year students with awareness of wellness resources on campus as well as prevention and resources for sexual misconduct
- Social Health: How Relationships Affect Your Health
- Speak About It—A performance-based presentation about consent, boundaries, and healthy relationships
- FIT (Fitness and Individual Development at Tufts)

Bystander Training

- Step-UP! Bystander Training
- Green Dot

Sexual Assault Awareness Month Events—Every April, the university conducts a number of prevention and awareness events relating to sexual assault and sexual violence, including Take Back the Night and the student-organized event, It Happens Here.

Training with the Sexual Misconduct Prevention Specialist—Tufts sexual misconduct prevention specialist, Alexandra Donovan, conducts numerous trainings throughout the university on topics that include awareness of predatory culture, healthy relationships, and bystander intervention strategies.

Boston Area Rape Crisis Center (BARCC) Walk for Change—Students and staff participate in a walk to support BARCC, whose vision is to end sexual violence through healing and social change.

Rape Aggression Defense (RAD)—Classes held on all three campuses upon request and are also part of the Experimental College curriculum.

RESOURCE LIST

Seeking Medical Treatment

- **Medford/Somerville Campus**
Tufts University Health Service (confidential)
617.627.3350; ase.tufts.edu/healthservice

When Health Service is open, a variety of services are provided, including options for emergency contraception, medication to reduce the risk of sexually transmitted diseases, and prescriptions for medication to prevent HIV. Students will not be charged for any medical services or laboratory tests needed for care related to sexual assault. Health Service does not perform evidence collection kits; students are referred to a hospital with that specific competency. Health Service will provide students with free taxi vouchers, if they choose to go to a hospital, and will help arrange for a medical advocate to meet the student there. All treatment at Health Service is completely confidential; parents, guardians, police, or university administrators are never communicated with, unless the student requests. Boston Campus

- **Boston Campus**

Beth Israel Deaconess Medical Center (BIDMC)
Emergency Department
617.754.2323 or 617.754.2400
bidmc.org/CentersandDepartments/Departments/
EmergencyMedicine.aspx

The Center offers the service of a Sexual Assault Nurse Examiner (SANE), who has special training in medical examination, as well as legal, forensic, and psychological training. Medication may be given to prevent pregnancy or sexually transmitted infections (including HIV).

- **Grafton Campus**

UMASS Memorial Medical Center
508.334.1000; umassmemorial.org

Milford Regional Medical Center
508.473.1190; milfordregional.org/site/index.cfm

This Center offers the service of a Sexual Assault Nurse Examiner (SANE), who has special training in medical examination, as well as legal, forensic, and psychological training. Medication may be given to prevent pregnancy or sexually transmitted infections (including HIV).

MEDFORD/SOMERVILLE CAMPUS RESOURCES

- **Tufts University Police Department (TUPD)**

617.627.6911 or x66911 (emergency)
617.627.3030 (main number)

You can also contact TUPD by activating one of the blue-light phones on campus. TUPD can anonymously page a trained professional counselor-on-call, who is available to provide immediate, confidential emotional support and assistance (you are not required to give your name). They can also help with the following: transportation to the hospital, safe housing on campus, reporting the assault if you wish to do so, and obtaining a restraining order.

- **Tufts Counseling and Mental Health Service (CMHS) (confidential)**

617.627.3360; ase.tufts.edu/counseling

The counseling center staff provide counseling and support for students. Being sexually assaulted is usually a highly traumatic experience. All contacts are confidential. During normal business hours, 9 AM–5 PM, Monday through Friday, the CMHS staff can provide counseling and support for students to help victims/survivors understand, cope with, and recover from the effects of trauma. All contact with the CMHS is confidential and can occur regardless of whether an individual is prepared to report the misconduct to police or to the university (OEO).

Counselor-On-Call: After normal business hours, a counselor from CMHS is on call 365 days a year for after-hour emergencies. TUPD will anonymously page the counselor on call for you. The on-call counselor is a trained professional who can provide you with confidential emotional support and assist you in getting the help you need. You just need to call TUPD and say, "I need to speak to a counselor on call," and you will not need to provide any identifying information, just a phone number where the counselor can reach you back.

- **Chaplain's Office (confidential)**

617.627.3427; chaplaincy.tufts.edu/contact

The chaplain's office provides confidential counseling and assistance with referrals. A chaplain on call is also available outside of normal business hours. You can access this chaplain by calling TUPD 617.627.3030. You just need to say, "I need to speak to a chaplain on call," and you will not need to provide any identifying information, just a phone number where the chaplain can reach you back.

- **Sexual Misconduct Prevention Specialist (limited, policy-based confidentiality)**

Alexandra Donovan

617.627.5140; alexandra.donovan@tufts.edu

The sexual misconduct prevention specialist will provide education for Tufts community members on Sexual Misconduct, sexual assault, stalking, dating and domestic violence awareness, prevention, risk reduction, and bystander intervention, among other relevant topics. (See page 24 for information on limitations on confidentiality in reporting to the Sexual Misconduct Prevention Specialist.)

- **Sexual Misconduct Resource Specialist (limited policy-based confidentiality)**

Nandi Bynoe

617.627.0765; nandi.bynoe@tufts.edu

The sexual misconduct resource specialist can provide confidential support and information about and connection to resources for individuals impacted by sexual misconduct, stalking, and dating or domestic violence. (See page 24 for information on limitations on confidentiality in reporting to the Sexual Misconduct Resource Specialist.)

- **Dean's Offices**

The staff of the dean's offices can help arrange for safe housing, stay-away requests, facilitate schedule changes, and provide academic support and accommodations to all students involved in sexual misconduct, stalking, and dating and domestic violence matters. They can also provide information about the disciplinary process.

School of Arts and Sciences, and Engineering,
Undergraduate Students

Mary Pat McMahon, Dean of Students

617.627.3158

mary.mcmahon@tufts.edu

Graduate School of Arts and Sciences, Graduate
Students

Mary Pat McMahon, Dean of Students

617.627.3158

mary.mcmahon@tufts.edu

School of Engineering, Graduate Students

Karen Panetta, Associate Dean

617.627.5976

karen_a.panetta@tufts.edu

The Fletcher School

Gerard Sheehan, Executive Associate Dean

617.627.5997

gerard.sheehan@tufts.edu

- **The Women's Center**

617.627.3184; ase.tufts.edu/womenscenter

The Women's Center staff can provide referrals, information, and resources related to sexual misconduct, stalking, and dating and domestic violence matters against women, men, and people of all genders. Women's Center staff work closely with staff from the Africana, the Asian American, the International, the Latino, and the LGBT Centers and have information and resources specific to those communities.

- **The LGBT Center**

617.627.3770; ase.tufts.edu/lgbt

The LGBT Center can be helpful for specific questions, issues, and resources pertaining to sexual misconduct, stalking, and dating and domestic violence matters and the LGBT community.

- **Office of Equal Opportunity (OEO)**

617.627.3298; oeo.tufts.edu

OEO cooperates with members of the Tufts community to address and resolve all types of complaints of discrimination, harassment, and sexual misconduct, including sex/gender discrimination, sexual harassment, sexual assault, sexual exploitation, as well as complaints about stalking, relationship/domestic/dating violence, and retaliation related to any of these complaints. To learn more about OEO and about resources, support, and reporting, please visit seo.tufts.edu/sexualmisconduct/.

Also contact the OEO if you have any concerns or complaints related to any discrimination or harassment based on any of the following protected categories: race, color, national origin,

ethnicity, sex, gender, gender identity and/or expression including a transgender identity, age, disability, religion, sexual orientation, veteran status, genetics, retaliation related to any complaints about these categories and any other characteristic protected by state and federal law.

Individuals may also report any discrimination or harassment, including sexual misconduct, sexual assault, stalking, and dating and domestic violence (with an option to remain anonymous) accessing Tufts online reporting resource at tufts-oeo.ethicspoint.com.

- **Individuals can also contact the OEO staff directly:**

Jill Zellmer
Director & Title IX/504 Coordinator
Office of Equal Opportunity (OEO)
617.627.3298
jill.zellmer@tufts.edu

Jennifer Magrone, MSW
OEO Investigator
Office of Equal Opportunity
617.627.3298
jennifer.magrone@tufts.edu

Alida Bogran-Acosta
OEO Investigator
Office of Equal Opportunity
617.627.0968
alida.bogran-acosta@tufts.edu

- **OEO Liaisons (formerly known as Title IX Liaisons) for Medford**

oeo.tufts.edu/tufts-university-title-ix-liaisons

These liaisons are able to receive reports of sexual misconduct, stalking, dating and domestic violence, and other types of discrimination and retaliation related to any of these complaints. They can also guide you to the resources and support you may need during and after a sexual misconduct, stalking, and dating or domestic violence incident.

- **Director of Diversity Education & Development**

Schools of Arts and Sciences, and Engineering
617.627.3385

- **Director, Women's Center**

School of Arts and Sciences, and Engineering
617.627.4640

- **Laurie Hurley**

Director of Admissions
The Fletcher School
617.627.2410
laurie.hurley@tufts.edu

- **Nino Testa**

Director, LGBT Center
LGBT Center
617.627.3027
nino.testa@tufts.edu

- **Branwen C.A. Smith-King**

Assistant Director, Athletics
School of Arts and Sciences, and Engineering
617.627.3798
branwen.smith-king@tufts.edu

- **Susanna H. McGlone**

Director, Fraternity & Sorority Affairs
School of Arts and Sciences, and Engineering
School of Arts, Sciences & Engineering
617.627.2288
susanna.mcglone@tufts.edu

- **Karen A. Panetta**

Professor and Associate Dean
School of Engineering
617.627.5976
karen_a.panetta@tufts.edu

- **Mary Dulatre**

Assistant Director
The Fletcher School
617.627.5997
mary.dulatre@tufts.edu

- **Lara N. Sloboda**

IRB Administrator
Office of the Vice Provost
lara.sloboda@tufts.edu

BOSTON AND GRAFTON TUFTS RESOURCES

Tufts University Police Department (TUPD)

- **Boston**

Business: 617.636.6610 or x66610
Emergency: 617.636.6911 or x66911

- **Grafton**

Business: 508.887.4900 or x84900
Emergency: 508.839.5303 or x66911

TUPD can also help with the following: transportation to the hospital, safe housing on campus, reporting an assault if you wish to do so, and obtaining a restraining order or other orders of protection. They will also direct you to all your options of resources, supports, and reporting.

An emergency counselor-on-call is available through TUPD for immediate, confidential, and emotional support and assistance after hours. During normal business hours this

office provides short-term confidential counseling for personal problems, academic concerns, stress management, anxiety, and family/interpersonal issues, including matters related to sexual misconduct and other types of discrimination and harassment as well as stalking and dating and domestic violence behaviors. Referrals can also be made for long-term counseling services.

- **Dean's Offices**

The staff of the dean's offices can help arrange for safe housing, stay-away requests, facilitate schedule changes, and provide academic support and accommodations to all students involved in sexual misconduct, stalking, and dating and domestic violence matters. They can also provide information about the disciplinary process. You can also contact OEO if you want support at your school or campus.

Cummings School of Veterinary Medicine
Rebecca Russo
Director of Admissions
508.839.7920
rebecca.russo@tufts.edu

Friedman School of Nutrition, Science and Policy
Patrick Webb
Dean of Academic Affairs
617.636.3779
patrick.webb@tufts.edu

School of Dental Medicine
Robert H. Kasberg Jr.
Associate Dean of Admissions & Student Affairs
617.636.6539
robert.kasberg@tufts.edu

School of Medicine
Amy Kuhlik
Dean of Student Affairs
617.636.6534
amy.kuhlik@tufts.edu

- **Office of Equal Opportunity (OEO)**

617.627.3298
o eo.tufts.edu

OEO works with members of the Tufts community to address and resolve all types of complaints of discrimination, harassment, and sexual misconduct including sex/gender discrimination, sexual harassment, sexual assault, sexual exploitation as well as incidents of stalking, relationship/domestic/dating violence, and retaliation related to any of these complaints. To learn more about OEO and about sexual misconduct resources, support, and reporting, please visit o eo.tufts.edu/sexualmisconduct/.

Also contact the OEO if you have any concerns or complaints related to any discrimination or harassment based on any of the following protected categories: race, color, national origin, ethnicity, sex, gender, gender identity and/or expression including a transgender identity, age, disability, religion, sexual orientation, veteran status, genetics, retaliation related to any complaints about these categories, and any other characteristic protected by state and federal law.

Individuals may also report any discrimination or harassment, including sexual misconduct, stalking, and dating and domestic violence matters (with an option to remain anonymous) by accessing Tufts online reporting resource at tufts-o eo.ethicspoint.com.

- **Individuals can also contact the OEO staff directly:**

Jill Zellmer
Director & Title IX Coordinator
Office of Equal Opportunity (OEO)
617.627.3298
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617.627.3298
jennifer.magrone@tufts.edu

Alida Bogran-Acosta
Investigator
Office of Equal Opportunity
617.627.0968
alida.bogran-acosta@tufts.edu

Physical Well-Being (Medical Services)—Confidential

- **Tufts Health Services (Medford/Somerville Campus)**

617.627.3350; ase.tufts.edu/healthservice

- **Boston & Grafton Campuses**

These off-campus centers offer the services of a Sexual Assault Nurse Examiner (SANE), who has special training in medical examination, as well as the legal, forensic, and psychological needs of a complainant/victim/survivor of sexual assault.

Beth Israel Deaconess Medical (Medford/Boston Campuses)
617.667.7000; bidmc.org

UMASS Memorial Medical Center (Grafton Campus)
508.334.1000; umassmemorial.org

Milford Regional Medical Center (Grafton Campus)
508.473.1190; milfordregional.org/site/index.cfm

Emotional Well-Being (Counseling Services, Confidential)

- **Tufts Counseling & Mental Health Service**

(Medford/Somerville Campus)

617.627.3360

ase.tufts.edu/counseling

An emergency counselor-on-call is available, through TUPD, for immediate, confidential emotional support and assistance after hours. During normal business hours, the Counseling Center staff can provide counseling and support for students to help victims/survivors understand, cope with, and recover from the effects of trauma. All contact with the Counseling Center is confidential and is available regardless of whether an individual is prepared to report the misconduct to police or the university.

- **Student Advisory and Health Administration Office
Boston & Grafton Campuses**

617.636.2700

An emergency counselor-on-call is available, through TUPD (617.627.3030), for immediate, confidential emotional support and assistance after hours. During normal business, this office provides short-term confidential counseling for personal problems, academic concerns, stress management, anxiety and family/interpersonal issues. Referrals can also be made for long-term confidential counseling services.

- **Tufts Chaplaincy Confidential**

617.627.3427

chaplaincy.tufts.edu

The Tufts' Chaplaincy offers confidential pastoral care that is a type of care and counseling provided by religious professionals. It involves non-judgmental and compassionate listening that allows people to share their deepest joys, concerns, and hopes in the context of their full humanity, and for many, their spirituality. It can be a way to think through a relationship or a concern, and it provides a space for confidential sharing in the context of a holistic network of support. There is a Chaplain on-call during non-business hours that can be accessed through TUPD (617.627.3030)

Non-Confidential but Private Campus Reporting Options

University Support and Disciplinary Action

- **Office of Equal Opportunity (OEO)**

oeo.tufts.edu

oeo@tufts.edu

tufts-oeo.ethicspoint.com (has anonymous option)

617.627.3298

The Office of Equal Opportunity (OEO) is a university-wide resource available to the Tufts community to report incidents of Sexual Misconduct, sexual assault, stalking, dating and domestic violence. OEO can provide students, employees and third parties with information regarding available resources, the disciplinary options available, as well as information regarding possible civil or criminal action, including information about how to seek legal orders of protections and other interim measures.

- **OEO Liaisons (formerly known as Title IX Liaisons)
for Boston and Grafton**

oeo.tufts.edu/tufts-university-title-ix-liaisons

These liaisons are able to receive reports of sexual misconduct and other types of discrimination including sex/gender discrimination, sexual harassment, sexual exploitation, sexual assault, stalking, relationship/domestic/dating/intimate partner violence and retaliation related to any of these complaints. They can also guide you to the resources and support you may need during and after a sexual misconduct incident.

Boston Campus

Robin Glover

Associate Dean

Public Health & Professional Degree Programs

617.636.2497

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Assistant Dean of Student Affairs

Friedman School of Nutrition Science and Policy

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Janet Kerle

Associate Dean of Students

Tufts University School of Medicine

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Kathryn Lange

Associate Dean of the Sackler School

The Sackler School

617.636.6767

kathryn.lange@tufts.edu

Katherine Vosker
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Tufts University School of Dental Medicine
617.636.0887
katherine.vosker@tufts.edu

Grafton Campus

Barbara Berman
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508.839.4725
barbara.berman@tufts.edu

Lucia Hackett
Human Resources Business Partner
The Cummings School
508.839.7975 x87975
lucia.hackett@tufts.edu

OFF-CAMPUS RESOURCES

- **Boston Area Rape Crisis Center (BARCC)**

Hot Line: 800.841.8371
Business: 617.492.8306
barcc.org

BARCC staff are trained in information specific to Tufts and will provide a range of confidential services for sexual assault victims, including a 24-hour hotline, counseling and legal assistance. BARCC also provides medical advocates who offer emotional support at all the site hospitals in the metro area with a Sexual Assault Nurse Examiner. BARCC serves women and men.

- **Center for Violence Prevention and Recovery (CVPR)**

617.667.8141
bidmc.org/violenceprevention

- **Victims of Violence Program—Cambridge Health Alliance**

617.591.6360
challiance.org/vov/vov.shtml

VOV provides a range of clinical services to victims of violence including crisis-intervention, response, hospital-based and system-wide victim advocacy and support, longer term clinical care for adult survivors of physical and sexual violence, and a wide array of groups.

- **Fenway Community Health Violence Recovery Program**

888.242.0900
fenwayhealth.org

The Program serves the gay, lesbian, bisexual and transgender community and has resources for victims of hate crimes and same-sex sexual assault domestic violence.

- **RESPOND, Inc.**

617.623.5900
respondinc.org

Respond Inc. provides 24-hour confidential counseling, overnight emergency shelter, support group advocacy and other support services for women in coercive and controlling relationships.

- **Rape, Abuse and Incest National Network (RAINN)**

1.800.656.HOPE
rainn.org

DATING/DOMESTIC/INTIMATE PARTNER/ RELATIONSHIP VIOLENCE RESOURCES

- **Casa Myrna: Safelink Statewide Hotline**

877.785.2020; casamyrna.org

Casa Myrna provides 24-hour confidential counseling, emergency shelter, legal advocacy and support. Culturally diverse resources for victims of domestic violence are available. Safelink is a 24-hour, live hotline, providing crisis intervention, safety planning and support.

- **Gay Men's Domestic Violence Project**

800.832.1901
gmdvp.org

The Network provides services for gay and bisexual men and transgender people.

- **The Network for Battered Lesbians/LA Red**

617.742.4911
tnlr.org

The Network provides services for lesbians, bisexual women and transgender people.

GRAFTON RESOURCES

- **Daybreak Domestic Abuse 24-hour Hotline**

Greater Worcester
508.755.9030

- **Pathways for Change Worcester 24-hour Hotline**

800.870.5905

- **Rape Crisis Center of Central Massachusetts
24-hour Hotline**

800.870.5905
rapecrisiscenter.org

The center provides free legal assistance to victims of sexual assault.

LEGAL ASSISTANCE

- **Adult Sexual Assault, District Attorney's Office**

Middlesex County: 781.897.8300

Suffolk County: 617.343.4400

Worcester County: 508.797.4334

- **Massachusetts Office for Victim Assistance**

617.727.5200

mova.state.ma.us

- **Victim Rights Law Center**

617.399.6720

victimrights.org

The center provides free legal assistance to victims of sexual assault. Located at BIDMC, the center provides confidential support and assistance to victims/survivors of violence and abuse. Services include individual and group counseling and assistance navigating the medical and legal systems.

RESIDENTIAL FIRE SPRINKLER SYSTEM

All on-campus student housing units are protected by an automatic fire suppression system that is designed, engineered and installed in accordance with applicable state and local Codes. The system is connected to the building's Fire Alarm Control Panel that communicates via Ethernet or a two-phone line dialer to the Public Safety Communications Center. The fire suppression systems are tested, inspected and maintained by a state licensed sprinkler contractor.

RESIDENTIAL FIRE ALARM SYSTEM

All on-campus student housing units are protected by an automatic fire/smoke detection and warning system, designed, engineered and installed in accordance with applicable state and local Codes. The system communicates via Ethernet or a two-phone line dialer to the Public Safety Communications Center. The fire alarm systems are tested, inspected and maintained by a state licensed fire alarm technician.

PORTABLE FIRE EXTINGUISHERS

All on-campus buildings, residential, academic and administrative, are equipped with portable dry chemical fire extinguishers. The extinguishers are located on every floor of the building; inside laboratories; utility areas; and kitchens. The extinguishers are maintained by a state licensed contractor in compliance with applicable state and local codes.

PORTABLE FIRE EXTINGUISHER TRAINING

Portable fire extinguisher training is presented by Fire Safety Office staff utilizing classroom and practical training delivery. The training is available to all university departments and groups upon request. Area Resident Directors and Resident Assistants receive this training each year during staff orientation.

FIRE AND EVACUATION DRILLS

Fire drills are conducted in all on-campus student housing units twice each academic year, usually once in September and once in January. The drills are mandatory, with full evacuation, conducted by the Tufts Fire Safety Office staff.

ELECTRICAL APPLIANCES

Students are prohibited from possessing and using in their rooms: stand-alone microwave ovens; halogen torchiere lamps; multi-head (octopus) desk and floor lamps; electrical power strips without fuse protection; electrical extension cords for permanent use; mini-lights on the ceiling or around doorways. Electric water kettles must be UL approved and

have an automatic shut off. No cooking equipment of any kind is allowed in a student's room.

FURNISHINGS

Upholstered furnishings located within university buildings or any student housing subject to university standards, must comply with applicable state and local codes.

SMOKING MATERIALS

State and local Codes, and university policy prohibit smoking (including e-cigarettes) inside any university building.

OPEN FLAMES AND FLAMMABLES

Unless approved by the Fire Marshal in conjunction with applicable state and local Codes, open flames, candles, incense, camp-stove fuel, containers of butane, charcoal and charcoal lighter fluid, fireworks, flammable holiday decorations, gasoline, propane and paint thinner are **PROHIBITED** inside all university buildings.

FIRE AND LIFE SAFETY AWARENESS

Area Resident Directors and Resident Advisors are presented a Fire and Life Safety Awareness seminar every August. The ARD and RA staff receive classroom and practical program instruction designed to educate them with the residential housing Fire and Life Safety systems; policy and procedures with regard to acceptable and prohibited practices; fire extinguisher operation; ARD/RA duties and areas of gathering and relocation.

The students are split into groups and then walked through a student's room to identify various fire and life safety code violations. Next they walk/crawl through a lounge that has been filled with theater fog and trip hazards such as, footwear, athletic equipment, duffle bags, cables, etc. to impress upon them the need to maintain all hallways, stairways and corridors free of obstructions. After the RAs and RDs have successfully completed their training, they meet with the students who are assigned to their floors/suites and deliver an abbreviated Fire and Life Safety Awareness presentation.

During Freshman Orientation "Operation Awareness," the new students are presented a PowerPoint program with a Fire Safety component that focuses on fire alarms and emergency evacuation; what to do if you discover a fire; prohibited appliances; the importance of maintaining constant awareness of exits and exit access from all buildings; fire detection and warning devices; fire suppression systems and other pertinent fire-safety issues.

RESIDENTIAL FIRE INCIDENT REPORT

| RESIDENTIAL | MONITORED FIRE ALARM SYSTEM | FULL SPRINKLER SYSTEM | PORTABLE FIRE EXT. | EVAC PLANS | ANNUAL FIRE DRILLS | 2013, 2014, 2015 FIRE INCIDENTS | 2013, 2014, 2015 FIRE RELATED INJURIES | 2013, 2014, 2015 FIRE RELATED DEATHS | 2013, 2014, 2015 PRO PERTY DAMAGE | 2013, 2014, 2015 CAUSE OF FIRE | 2013, 2014, 2015 FIRE LOCATION |
|---------------------|-----------------------------|-----------------------|--------------------|------------|--------------------|---------------------------------|--|--------------------------------------|-----------------------------------|--------------------------------|--------------------------------|
| 10 Winthrop St. | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 100 Packard Ave. | ✓ | ✓ | ✓ | ✓ | 2 | 1 in 2013 | 0 | 0 | \$45,000 | Accidental | Bedroom |
| 101 Talbot Ave. | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 106 Professors Row | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 114 Professors Row | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 12 Dearborn Road | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 123 Packard Ave. | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 126 Packard Ave. | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 134 Professors Row | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 176 Curtis Street | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 25 Whitfield Rd. | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 45 Sawyer Ave | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 80 Professors Row | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 9-11 Sunset Road | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 90-94 Curtis St | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 92 Professors Row | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| 98 Professors Row | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Alpha Phi | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Alpha Psi (Grafton) | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Anthony House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Bartol House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Blakeley Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Bush Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Capen House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Carmichael Hall | ✓ | ✓ | ✓ | ✓ | 2 | 1 in 2013 | 0 | 0 | \$0.00 | Accidental | Kitchen Stove |
| Carpenter House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Chandler House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Davies House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Fairmount House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Hall House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |

RESIDENTIAL FIRE INCIDENT REPORT (CONT'D)

| RESIDENTIAL | MONITORED FIRE ALARM SYSTEM | FULL SPRINKLER SYSTEM | PORTABLE FIRE EX T. | EVAC PLANS | ANNUAL FIRE DRILLS | 2013, 2014, 2015 FIRE INCIDENTS | 2013, 2014, 2015 FIRE RELATED INJURIES | 2013, 2014, 2015 FIRE RELATED DEATHS | 2013, 2014, 2015 PRO PERTY DAMAGE | 2013, 2014, 2015 CAUSE OF FIRE | 2013, 2014, 2015 FIRE LOCATION |
|----------------------|-----------------------------|-----------------------|---------------------|------------|--------------------|---------------------------------|--|--------------------------------------|-----------------------------------|--------------------------------|--------------------------------|
| Hallowell Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Haskell Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Hill Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Hillside Apts "A" | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Hillside Apts "B" | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Hillside House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Hodgdon Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Houston Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | Arson | Hallway |
| Latin Way Dorms | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Lewis Hall | ✓ | ✓ | ✓ | ✓ | 2 | 1 in 2015 | 0 | 0 | \$40.00 wastecan | Accidental | Hallway |
| McCollester House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Metcalf Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Miller Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Milne House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Posner Hall (Boston) | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Richardson House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Schmaltz House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Sophia Gordon Hall | ✓ | ✓ | ✓ | ✓ | 2 | 1 in 2013 | 0 | 0 | \$50,000 | Accidental | Student Suite |
| South Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Start House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Stratton Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Tilton Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Tousey House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| West Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Wilson House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Wren Hall | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |
| Wyeth House | ✓ | ✓ | ✓ | ✓ | 2 | 0 | 0 | 0 | 0 | N/A | N/A |

✓ INDICATES YES

N/A = NOT APPLICABLE

FIRE REPORTING

On any campus, in any residence, a person may activate a manual fire alarm pull station located near the exits on every level in every building.

To report a fire **call 911**, then, from a safe area, call the Tufts Police 617.627.6911 (on a campus phone at x66911). In addition to personal cell phones numerous emergency phones are available and located strategically throughout the campuses and on the exterior of various campus buildings.

EMERGENCY EVACUATION PROCEDURES

Emergency fire alarm evacuation procedures are posted in the common areas of all university buildings.

LODGING HOUSE LICENSE

All on-campus student housing units are inspected annually by the local fire, building, health, and electrical inspection services for code compliance for the issuance of the Lodging House License.

PLANNED IMPROVEMENTS TO SAFETY

Existing fire alarm systems are closely monitored and maintained to assure system reliability. Fire alarm systems that are approaching their service life expectancy are upgraded routinely whenever campus buildings undergo major renovations, the life safety systems, fire detection and fire suppression systems, are upgraded to meet or exceed current code requirements.

FIRE SAFETY WEBSITE

The Tufts University Fire Safety website contains information on numerous fire and life safety subjects for students, parents, faculty, and staff with links to national campus fire safety websites. To access the site go to publicsafety.tufts.edu and select the “Fire Safety” link.

BACKGROUND—DRUG AND ALCOHOL USE AND ADDICTION

The illicit use of drugs and alcohol can have a substantial adverse impact on the health, safety and overall success of members of the Tufts community and their families. The university is committed to reducing the harm related to the misuse and abuse of drugs and alcohol within the university community.

Along with substantial health and safety risks are potentially significant legal consequences. Therefore, all students, staff and faculty of Tufts University are urged to read the information below.

OVERVIEW

Research has shown that each year, on average, more than 25 percent of college students report academic consequences due to drinking, including missed classes, falling behind, doing poorly on exams or papers and receiving lower grades overall. Over 150,000 first-year students drop out of school for alcohol and drug-related reasons annually. Additionally, research has confirmed that alcohol and drug use are clearly related to lower academic achievement.

Even more serious than the academic consequences is the fact that, nationally, 2.1 million students between the ages of 18 and 24 drove under the influence of alcohol last year and 1,400 of them died from alcohol-related unintentional injuries, including motor vehicle crashes. Annually, 70,000 students are survivors of alcohol-related sexual assaults or date rape, 400,000 have unprotected sex after drinking, 600,000 are assaulted by another student who has been drinking, and 150,000 will develop an alcohol-related health problem ranging in severity and often related to quantity and frequency of consumption. Combinations of alcohol and/or drugs including both illegal and legal substances taken for recreational purposes often result in serious and unpredictable consequences for the user.

HEALTH RISKS

Although drinking in moderation has been shown to have some positive impact on health, misuse and abuse of alcohol can have negative and often dangerous effects. These include:

- Impairing the judgment and coordination of a driver, increasing the likelihood of an accident;
- Reducing inhibitions, leading to aggression, violence, and/or sexual assault;
- Effecting physical health mental functioning, respiratory depression, liver disease, etc.; and,
- Fetal alcohol syndrome for women who drink while pregnant.

The health risks associated with the illicit use of drugs are detailed in the table on pages 40–41.

THE TUFTS ALCOHOL AND DRUG PROGRAM

Tufts has implemented a prevention program and a range of related services to assist individuals, promote a healthy campus environment, and respond to the diverse needs of students, faculty and staff, including non-drinkers as well as those in recovery from addiction. The Tufts Health Education Department uses an integrated, research-based, multi-pronged approach to substance use, misuse and abuse on campus. Focus is placed on personal and individual needs as well as the environmental factors that influence alcohol and drug use in an effort to promote wellness in our community and to optimize our students' academic success.

Program offerings include prevention education, outreach, and training programs; confidential addiction counseling; support group services, assessments by a professional clinician, treatment referral and information; support for family members and children of addicts; information on policies and procedures; and opportunities for student leadership and campus dialogue.

The Health Education Department is located at the Tufts Health and Wellness Services, 124 Professors Row. Call 617.627.5495 for information. Detailed information, including off campus resources, is available at ase.tufts.edu/healthed.

Also found on the Tufts Health Education Department's web site is practical information about alcohol and the law, warning signs of problematic substance use, what to do if a friend has too much to drink or has alcohol poisoning, how to help someone you know that might have a drinking problem and information about treating addiction.

RESOURCES FOR STUDENTS

Medford/Somerville

Tufts University Health and Wellness Services

| | |
|---------------------------------------|--------------|
| Health Service (including Psychiatry) | 617.627.3350 |
| Health Education | 617.627.5495 |
| Counseling and Mental Health Service | 617.627.3360 |

Boston/Grafton

| | |
|---|--------------|
| Student Advisory and Health Administration Office (All schools) | 617.636.2700 |
| Office of Student Affairs (Medical school) | 617.636.6534 |
| Massachusetts Dental Society (Dental school) | 800.342.8747 |

RESOURCES FOR EMPLOYEES

- **Tufts Support Services 617.627.7000**

Employees who need assistance in dealing with alcohol and drug-related concerns including their own use and/or that of a family member, friend or colleague may contact their Human Resources Business Partner for information and appropriate referrals, including our Employee Assistance Program (EAP). EAP provides confidential problem assessment services, counseling, treatment referrals, follow-up services, and on-going training and support for managers and supervisors. Employees may call our EAP provider, All One Health, at 800.451.1834. Employees may contact their Human Resources Business Partner through Tufts Support Services.

DRUG-FREE CAMPUS/DRUG-FREE WORKPLACE POLICY

Tufts University prohibits the unlawful manufacture, dispensation, distribution, sale, possession and use of controlled substances, as well as reporting to work or conducting university business under the influence of a controlled substance. This policy applies on Tufts University property or to university activities off-campus, including university-sponsored field trips and study abroad programs. All faculty, staff and students are required to abide by the terms of this policy. In addition, Federal law requires that any employee notify the university if he or she is convicted of any criminal drug statute for a violation occurring in the workplace, no later than five days after such a conviction. Tufts is required to notify the relevant funding agency, within ten days of receiving such notice, of any applicable conviction involving employees engaged in work on a federal grant or contract.

As a recipient of federal program funding, the university must certify under the Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act Amendments of 1989 that it has adopted and implemented a program to prevent the unlawful possession, use, or distribution of illicit drugs and alcohol by students and employees. The foregoing policy is one part of that program. Federal regulations implementing these statutes also require that this policy and information about the related program be distributed annually to all campus constituencies. A notice will be sent annually in the fall to all faculty, students and staff of the Internet location of the current version of the program.

This policy is hereby deemed incorporated into the Faculty Handbook and Student Handbook of each of the respective schools of the university, as well as the employee handbook of the university. Further changes to or clarifications of this policy may be made to all constituencies by electronic or paper notification.

DISCIPLINARY SANCTIONS

The university may impose disciplinary sanctions on students and employees who violate the standards of conduct described above. Among the sanctions that may be imposed are the following: warning, probation, suspension, dismissal, and/or referral to appropriate governmental authorities for civil and criminal prosecution. If appropriate, the university may also require completion of a rehabilitation program in connection with a disciplinary matter. Additional information may be found in the student and faculty handbooks of each school and in the university employee handbook.

LOCAL, STATE, AND FEDERAL SANCTIONS CONCERNING ALCOHOL AND DRUGS

Local, state and federal laws make the illegal use of drugs and alcohol a criminal offense. Conviction can lead to imprisonment, fines and other penalties. Courts do not alter sentences so that convicted persons may attend college or continue their jobs. A felony conviction may prevent one from continuing or entering certain professions.

Cities and towns in Massachusetts prohibit public consumption of alcohol and impose fines for violation. The Department of Recreation and Conservation also prohibits public consumption of alcohol in its parks and public recreational areas. Boston and other cities and towns surrounding the Tufts campuses have ordinances forbidding the possession of an open container of alcohol on any public street by a person of any age. Anyone choosing to violate such ordinances can be subject to arrest.

Massachusetts law prohibits the sale or delivery of alcoholic beverages to persons under age 21. The penalty for violating this law may be a fine of up to \$2,000 or one year imprisonment, or both. Misrepresenting one's age or falsifying an identification to obtain alcohol is punishable by fine. Massachusetts law also prohibits the possession of an open container of alcohol in the passenger area of any motor vehicle.

Among the penalties under Massachusetts law for the first conviction of driving under the influence of alcohol are a \$5,000 fine, a one-year revocation of driver's license, up to two and a half years in prison and a mandatory alcohol education program. For drivers between 16 and 21, any alcohol level greater than .02 (about one drink or one beer) will result in immediate revocation of the driver's license. For those over 21, the maximum blood level is .08.

Massachusetts imposes criminal penalties for the possession and/or distribution of controlled substances or drugs without valid authorization, with penalties varying as to the type of drug. Sale and possession of drug paraphernalia is illegal in Massachusetts. Under both Massachusetts and federal

law, penalties for possession, manufacture, and distribution are greater for subsequent conviction, and include mandatory prison terms, with the full minimum term being served.

Massachusetts makes it illegal to be in a place where heroin is kept and to be in the company of a person known to possess heroin.

Persons convicted of drug possession under state or federal laws are ineligible for federal student grants and loans for up to one year after the first conviction and up to five years after the second. The penalty for unlawful distribution of drugs is loss of benefits for five years after the first conviction and for a longer period after the second.

Under federal law, penalties may be doubled when a person at least 18 years old distributes drugs to persons under age 21 within 1,000 feet of a public or private elementary or secondary school or a public or private college. These penalties include a mandatory one-year prison term.

Drug trafficking involves the illegal manufacturing, supplying, transporting, storing and/or distribution of drugs; drug possession involves having drugs for personal consumption while possession of large quantities may be deemed an intent to distribute, which is subject to larger penalties.

**The following pages contain charts on
Controlled Substances Uses & Effects
and Federal Trafficking Penalties** ►

Controlled Substances Uses & Effects

| | DRUGS/CSA SCHEDULES | TRADE OR OTHER NAMES | MEDICAL USES | DEPENDENCE Physical | |
|----------------------|--------------------------------|----------------------|---|---|-----------|
| NARCOTICS | Opium | II III V | Dover's Powder, Paregoric Parepectoin | Analgesic, antidiarrheal | High |
| | Morphine | II III | Morphine, MS Contin, Roxanol, Roxanol SR | Analgesic, antitussive | High |
| | Codeine | II III V | Tylenol w/Codeine, Emprin w/Codeine, Robitussin AC, Fiorinal w/Codeine | Analgesic, antitussive | Moderate |
| | Heroin | I | Diacetylmorphine, Horse, Smack | None | High |
| | Hydromorphone | II | Dilaudid | Analgesic | High |
| | Meperidine (Pethidine) | II | Demerol, Mepergan | Analgesic | High |
| | Methadone | II | Dolophine, Methadone, Methadose | Analgesic | High |
| | Other Narcotics | I II III IV V | Numorphan, Percodan, Tussionex, Percocet, Tylox, Fentanyl, Darvon, Lomotil, Talwin | Analgesic, antidiarrheal, antitussive | High-Low |
| DEPRESSANTS | Chloral Hydrate | IV | Noctec | Hypnotic | Moderate |
| | Barbiturates | II III IV | Amytal, Butisol, Fiorinal, Lotsuate, Nembutal, Seconal, Tuinal, Phenobarbital | Anesthetic, anticonvulsant, sedative, hypnotic, veterinary euthanasia agent | High-Mod. |
| | Benzodiazepines | IV | Ativan, Dalmane, Diazepam, Librium, Xanax, Serax, Valium, Tranxex, Verstran, Halcion, Paxipam, Restoril | Antianxiety, anticonvulsant, sedative, hypnotic | Low |
| | Methaqualone | I | Quaalude | Sedative, hypnotic | High |
| | Glutethimide | III | Doriden | Sedative, hypnotic | High |
| | Other Depressants | III IV | Equanil, Miltown, Noludar, Placidyl, Valmid | Antianxiety, sedative, hypnotic | Moderate |
| STIMULANTS | Cocaine | II | Coke, Flake, Snow, Crack | Local anesthetic | Possible |
| | Amphetamines | II | Biphedamine, Delcobese, Desoxyn, Dexedrine, Obetrol | Attention deficit disorders, narcolepsy, weight control | Possible |
| | Phenmetrazine | II | Preludin | Weight control | Possible |
| | Methylphenidate | II | Attention deficit disorders, Ritalin, | narcolepsy | Possible |
| | Other Stimulants | | Adipex, Cylert, Didrex, Ionamin, Melfiat, Piegine, Sanorex, Tenuate, Tepanil, Prelu2 | Weight control | Possible |
| HALLUCINOGENS | LSD | I | Acid, Microdot | None | None |
| | Mescaline and Peyote | I | Mexc, Buttons, Cactus | None | None |
| | Amphetamine Variants | I | 2.5DMA, PMA, STP, MDA, MDMA, TMA, DOM, DOB | None | Unknown |
| | Phencyclidine | I | PCP, Angel Dust, Hog | None | Unknown |
| | Phencyclidine Analogues | I | PEC, PCPy, TCP | None | Unknown |
| | Other Hallucinogens | I | Bufotenine, Ibogaine, DMT, DET, Psilocybin, Psilocyn | None | None |
| CANNIBIS | Marijuana | I | Pot, Acapulco Gold, Grass, Reefer, Sinsemilla, Thai Sticks | None | Unknown |
| | Tetrahydrocannabinol | I II | THC, Marinol | Cancer, chemotherapy, antinauseant | Unknown |
| | Hashish | I | Hash | None | Unknown |
| | Hashish Oil | I | Hash Oil | None | Unknown |

| Psychological | Tolerance | Hours of Duration | Usual Methods | |
|---------------|-----------|-------------------|---------------------------|---|
| High | Yes | 3-6 | Oral, smoked | |
| High | Yes | 3-6 | Oral, smoked, injected | |
| Moderate | Yes | 3-6 | Oral, injected | |
| High | Yes | 3-6 | Injected, sniffed, smoked | |
| High | Yes | 3-6 | Oral, injected | |
| High | Yes | 3-6 | Oral, injected | |
| High-Low | Yes | 12-24 | Oral, injected | |
| High-Low | Yes | Variable | Oral, injected | |
| Moderate | Yes | 5-8 | Oral | <p>Possible Side Effects Slurred speech, Disorientation, drunken behavior without odor of alcohol</p> <p>Effects of Overdose Shallow respiration, clammy skin, dilated pupils, weak and rapid pulse, coma, possible death</p> <p>Withdrawal Syndrome Anxiety, insomnia, tremors, convulsions, possible death</p> |
| High-Mod. | Yes | 1-16 | Oral | |
| Low | Yes | 4-8 | Oral | |
| High | Yes | 4-8 | Oral | |
| Moderate | Yes | 4-8 | Oral | |
| Moderate | Yes | 4-8 | Sniffed, Oral | |
| High | Yes | 1-2 | Sniffed, smoked, injected | |
| High | Yes | 2-4 | Oral, injected | |
| High | Yes | 2-4 | Oral, injected | |
| Moderate | Yes | 2-4 | Oral, injected | |
| High | Yes | 2-4 | Oral, injected | |
| Unknown | Yes | 8-12 | Oral | <p>Possible Side Effects Illusions and hallucinations, poor perception of time and distance</p> <p>Effects of Overdose Longer, more intense "trip" episodes, psychosis, possible death</p> <p>Withdrawal Syndrome Withdrawal syndrome not reported</p> |
| Unknown | Yes | 8-12 | Oral | |
| Unknown | Yes | Variable | Oral, injected | |
| High | Yes | Days | Smoked, oral, injected | |
| High | Yes | Days | Smoked, oral, injected | |
| Unknown | Possible | Variable, sniffed | Smoked, oral, injected | |
| Moderate | Yes | 2-4 | Smoked, oral | |
| Moderate | Yes | 2-4 | Smoked, oral | |
| Moderate | Yes | 2-4 | Smoked, oral | |
| Moderate | Yes | 2-4 | Smoked, oral | |

Federal Trafficking Penalties

Methamphetamine, Heroin, cocaine, Cocaine Base, PCP, LSD, Fentanyl, and Fentanyl Analogue

| CSA I and II | PENALTY 2nd Offense | 1st Offense | QUANTITY | DRUG | QUANTITY | PENALTY 1st Offense | 2nd Offense |
|---|--|--|---|--|---|---|---|
| | Not less than 10 years. Not more than life. | Not less than 5 years. Not more than 40 years. | 10–99 gm or 100–999 gm mixture | Methamphetamine | 100 gm or more or 1 kg ¹ or more mixture | Not less than 10 years. Not more than life. | Not less than 20 years. Not more than life. |
| | | | 100–999 gm mixture | Heroin | 1 kg or more mixture | | |
| | | | 500–4,999 gm mixture | Cocaine | 5 kg or more mixture | | |
| | | | 5–49 gm mixture | Cocaine Base | 50 gm or more mixture | | |
| | | | 10–99 gm or 100–999 gm mixture | PCP | 100 gm or more or 1 kg or more mixture | | |
| | | | 1–10 g. mixture | LSD | 10 gm or more mixture | | |
| | | | 40–399 gm mixture | Fentanyl | 400 gm or more mixture | | |
| | | | 10–99 gm mixture | Fentanyl Analogue | 100 gm or more mixture | | |
| | If death or serious injury, not less than life. | If death or serious injury, not less than 20 years. Not more than life. | | | | If death or serious injury, not less than 20 years. Not more than life. | If death or serious injury, not less than life. |
| Fine of not more than \$4 million individual, \$10 million other than individual. | Fine of not more than \$2 million individual, \$5 million other than individual. | | | | Fine of not more than \$4 million individual, \$10 million other than individual. | Fine of not more than \$8 million individual, \$20 million other than individual. | |
| Drug | Quantity | First Offense | Second Offense | | | | |
| Others ² | Any | Not more than 20 years. If death or serious injury, not less than 20 years, not more than life. Fine \$1 million individual, \$5 million not individual. | Not more than 30 years. If death or serious injury, life Fine \$2 million not individual, \$10 million if not individual. | | | | |
| III | All | Any | Not more than 5 years. Fine not more than \$250,000 individual, \$1 million not individual. | Not more than 10 years. Fine not more than \$500,000 individual, \$2 million not individual. | | | |
| IV | All | Any | Not more than 3 years. Fine not more than \$250,000 individual, \$1 million not individual. | Not more than 6 years. Fine not more than \$500,000 individual, \$2 million not individual. | | | |
| V | All | Any | Not more than 1 year. Fine not more than \$100,000 individual, \$250,000 not individual. | Not more than 2 years. Fine not more than \$200,000 individual, \$500,000 not individual. | | | |

1. Law as originally enacted states 100gm. Congress requested to make technical correction to 1kg.

2. Does not include marijuana, hashish, or hash oil. (See separate chart.)

Federal Trafficking Penalties

Marijuana

| Quantity | Description | First Offense | Second Offense |
|--|--|---|--|
| 1,000 kg or more; or 1,000 or more plants | Marijuana Mixture containing detectable quantity* | Not less than 10 years, not more than life. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$4 million individual, \$10 million other than individual. | Not less than 20 years, not more than life. If death or serious injury, not less than life. Fine not more than \$8 million individual, \$20 million other than individual. |
| 100 kg to 1,000 kg; or 100–999 plants detectable quantity* | Marijuana Mixture containing | Not less than 5 years, not more than 40 years. If death or serious injury, not less than 20 years, not more than life. Fine not more than \$2 million individual, \$5 million other than individual. | Not less than 10 years, not more than life. If death or serious injury, not less than life. Fine not more than \$4 million individual, \$10 million other than individual. |
| 50 to 100 kg 10 to 100 kg 1 to 100 kg 5–99 plants | Marijuana Hashish Hashish Oil Marijuana | Not more than 20 years. If death or serious injury, not less than 20 years, not more than life Fine \$1 million individual. \$5 million other than individual. | Not more than 30 years. If death or serious injury, life. Fine \$2 million individual. \$10 million other than individual. |
| Less than 50 kg Less than 50 kg Less than 1 kg | Marijuana Hashish Hashish Oil | Not more than 5 years. Fine not more than \$250,000. \$1 million other than individual. | Not more than 10 years. Fine \$500,000 individual, \$2 million other than individual. |

* Includes Hashish and Hashish Oil (Marijuana is a Schedule I Controlled Substance)

FEDERAL PENALTIES AND SANCTIONS FOR ILLEGAL POSSESSION OF A CONTROLLED SUBSTANCE

21 U.S.C. 844(a)

First conviction: Up to 1 year imprisonment and fined at least \$1,000 but not more than \$100,000, or both.

After 1 prior drug conviction: At least 15 days in prison, not to exceed 2 years and fined at least \$2,500 but not more than \$250,000, or both.

After 2 or more prior drug convictions: At least 90 days in prison, not to exceed 3 years and fined at least \$5,000 but not more than \$250,000, or both.

Special sentencing provisions for possession of crack cocaine: Mandatory at least 5 years in prison, not to exceed 20 years and fined up to \$250,000 or both if:

- (a) 1st conviction and the amount of crack possessed exceeds 5 grams.
- (b) 2nd crack conviction and the amount of crack possessed exceeds 3 grams.
- (c) 3rd or subsequent crack conviction and the amount of crack possessed exceeds 1 gram.

21 U.S.C. 853(a)(2) and 881(a)(7)

Forfeiture of personal and real property used to possess or to facilitate possession of a controlled substance if that offense is punishable by more than 1 year imprisonment. (See special sentencing provisions re: crack).

21 U.S.C. 881(a)(4)

Forfeiture of vehicles, boats, aircraft or any other conveyance used to transport or conceal a controlled substance.

21 U.S.C. 884a

Civil fine up to \$10,000 (pending adoption of final regulations).

21 U.S.C. 853a

Denial of Federal benefits, such as student loans, grants, contracts, and professional, and commercial licenses, up to 1 year for first offense, up to 5 years for second and subsequent offenses.

18 U.S.C. 922(g)

Ineligible to receive or purchase a firearm.

Miscellaneous

Revocation of certain federal licenses and benefits, e.g., pilot licenses, public housing tenancy, etc., are vested within the authorities of individual federal agencies.

See the enclosed charts on pages 42 and 43 on “Federal Trafficking Penalties” and the description “Federal Penalties and Sanctions for Illegal Possession of a Controlled Substance” for additional information

In case of EMERGENCY, call 617.627.6911 or x66911 from a Tufts campus phone.

FIRE on the BOSTON HEALTH SCIENCES and SMFA campuses, call 911.

Program your campus number into your phone for quick access.

NON-EMERGENCY NUMBERS

| Description | Campus | Number |
|--|------------------------------------|---------------|
| Public & Environmental Safety | All | 617.627.3502 |
| Office of Emergency Management | All | 617.627.5905 |
| Counseling & Mental Health Service | Medford/Somerville | 617.627.3360 |
| Environmental Health & Safety | All | 617.636.3615 |
| Biosafety | All | 617.636.3569 |
| Fire Safety Office | All | 617.627.3922 |
| Facilities Services | Boston health sciences and SMFA | 617.636.3535 |
| | Grafton | 508.839.7921 |
| | Medford/Somerville | 617.627.3496 |
| Health Service | Medford/Somerville | 617.627.3350 |
| Simmons College Health Center | SMFA | 617.521.1002 |
| Risk Management & Insurance | All | 617.627.3981 |
| Worker's Compensation Program | All | |
| Tufts Emergency Medical Services (non-emergency) | Medford/Somerville | 617.627.3868 |
| University Police (non-emergency) | Boston health sciences | 617.636.6610 |
| | Grafton | 508.887.4900 |
| | Medford/Somerville and SMFA | 617.627.3030 |
| Weather Emergency Hotline | All | 617.627.INFO |
| | Grafton | 508.839.6124 |

HELPFUL WEB SITES

| Description | URL |
|----------------------------------|--|
| Emergency Response Guide | emergency.tufts.edu/guide |
| Public & Environmental Safety | publicsafety.tufts.edu |
| Office of Emergency Management | emergency.tufts.edu |
| Accident Reporting | publicsafety.tufts.edu/accident |
| Environmental Health & Safety | publicsafety.tufts.edu/ehs |
| Biosafety | viceprovost.tufts.edu/biosafety |
| Fire Safety Office | publicsafety.tufts.edu/firesafety |
| Facilities Services | operations.tufts.edu/facilities |
| Health and Wellness | students.tufts.edu/health-and-wellness |
| Health and Wellness - Employees | hr.tufts.edu/healthandwellness |
| International Travel Information | finance.tufts.edu/risk-ins/international-travel |
| Risk Management & Insurance | finance.tufts.edu/risk-ins |
| Worker's Compensation Program | |
| TuftsAlert | emergency.tufts.edu/alert |
| Tufts Emergency Medical Services | publicsafety.tufts.edu/ems |
| University Police | publicsafety.tufts.edu/police |
| Weather Alerts | emergency.tufts.edu/weather |
| Campus Closings | www.tufts.edu |



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