



SUPPLEMENT

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# Interim Equal Opportunity and Title IX Policy Appendices

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# Interim Equal Opportunity and Title IX Policy Appendix A – Glossary

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This Appendix describes the specific forms of Prohibited Behavior and includes definitions of terms used throughout Boston University’s Interim Equal Opportunity and Title IX Policy (“Policy”) and the corresponding Equal Opportunity and Title IX Procedures (“Procedures”).

**Administrative Resolution Process:** A method of resolution designated by BU to address conduct that falls within its Policy and Applicable Law(s), and through which BU complies with the requirements of various federal and state laws. The two types of administrative resolution available under the Procedures are the Grievance Process and Alternative Resolution Process.

**Administrator:** A University employee responsible for determining and implementing sanctions; typically, a dean, director, department head, or manager. Implementation and coordination of sanctions will be in consultation with the Title IX Coordinator.

**Advisor:** A person chosen by a party to accompany the party to meetings and/or proceedings related to the Administrative Resolution process and advise the party on that process. For more information see Section III.D of the Procedures.

**Alternative Resolution:** A voluntary complaint resolution process that parties may mutually opt into and which occurs prior to a finding under the Policy and the Procedures. Any Alternative Resolution (not including Accepted Responsibility) must be agreed to by the parties in writing and approved by the EOO. Previously referred to as “informal resolution.”

**Appeal Panel:** A panel of one to three people selected by the University with final decision-making authority on timely appeals filed pursuant to Section IV.D.6 of the Procedures.

**Applicable Law(s):** Federal, state, and local laws, regulations, and ordinances, including Title VI and Title VII of the Civil Rights Act of 1964, Sections 503 and 504 of the Rehabilitation Act of 1973, Title IX of the Education Amendments of 1972, and other similar laws that prohibit discrimination, harassment, and retaliation, all as amended.

**Coercion:** Unreasonable pressure imposed on a person to comply or engage in sexual activity. Coercion may include threats, shaming, public humiliation, misuse of authority, or emotional intimidation.

**Community Member:** A BU Student, Employee, or Third-Party.

**Complainant:** A Community Member alleged to be the recipient of conduct that may constitute Prohibited Behavior. The Complainant may or may not be the person who reports the alleged misconduct.

**Complaint:** An oral or written request to BU that objectively can be understood as a request to investigate and make a determination about Prohibited Behavior. Complaints may be submitted by a Complainant, someone with the legal right to act on behalf of the Complainant,<sup>[1]</sup> the Title IX Coordinator (in limited circumstances), any student or employee, or any person who was participating in or attempting to participate in a University Education Program or Activity. Complaints may be made to any Mandated Reporter but are encouraged to be made to a member of the Resolution Team. A “Complaint” may also be made by submitting an [Incident Report Form](#) located at [bu.edu/eoo](http://bu.edu/eoo). A Formal Complaint (see definition below) is necessary to initiate a Complaint of 2020 Sexual Misconduct.

<sup>[1]</sup> Please note that BU’s program and activity also includes certain programs that serve underage children. Only in those situations, will BU consider the legal rights of individuals to act on behalf of others, e.g., parents or guardians. In all other situations, BU expects that impacted individual will file such complaints independently. Moreover, BU’s communications will be guided by the requirements of the Family Education Rights and Privacy Act (“FERPA”).

**Confidential Resource:** An Employee who is not obligated to report Prohibited Behavior (irrespective of Clery Act Campus Security Authority status) to the Resolution Team. To be considered a Confidential Employee, the Employee must be (1) an Employee; (2) acting within the scope of their University job; and (3) satisfy one of the following three categories – (a) federal or state law renders the Employee’s communications privileged

or confidential and they receive the information when acting within the scope of the duties to which their privilege or confidential status applies; or (b) BU has designated the Employee as confidential for purposes of providing services related to sex discrimination.

**Consent:** Words or actions that establish mutually understandable permission regarding the scope of sexual activity. Consent must be obtained by the person who initiates the sexual activity, and must also be a) informed, b) voluntary, and c) ongoing throughout the sexual activity. There is no consent when there is force, expressed or implied, or when coercion, intimidation, threats, or duress is used. Silence or absence of resistance does not imply consent. Past consent to sexual activity with another person does not imply ongoing future consent with that person or consent to that same sexual activity with another person. Consent is also not possible if a party is incapacitated (see definition below).

**Dating Violence:** Violence committed by a person (1) who is or has been in a social relationship of a romantic or intimate nature with the victim; and, (2) where the existence of such a relationship will be determined based on a consideration of the following factors – (a) the length of the relationship; (b) the type of relationship; and (c) the frequency of interaction between the persons involved in the relationship.

**Day:** A unit of time indicating 24 hours, occurring between 12:00 a.m. and 11:59 p.m. References to this term in the Policy, Procedures or Appendices are to calendar days.

**Discrimination (Disparate Treatment):** Disparate treatment resulting from a discrete, adverse educational or employment action under a University Education Program or Activity that is based on the complainant's actual or perceived protected status(es) as defined by the Policy, including specifically, sex-based harassment and other forms of harassment on the basis of sex (including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity or expression, and marital or parental status), as well as race, color, natural or protective hairstyle, religion, age (40 or older), national origin, ethnicity, shared ancestry and ethnic characteristics, physical or mental disability, genetic information, or because of military service or veteran status.

**Adverse action(s)** in the context of Disparate Treatment Discrimination have a substantial and material adverse effect on the Complainant's ability to participate in the living, learning, or working environment. Please note that in the context of athletics, different provisions within Title IX apply and may be implicated.

**Domestic Violence:** Felony or misdemeanor crimes committed by a person who: (1) is a current or former spouse or intimate partner of the victim under the family or domestic violence laws Massachusetts, or a person similarly situated to a spouse of the victim; (2) is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner; (3) shares a child in common with the victim; or, (4) commits acts against a youth or adult victim who is protected from those acts under Massachusetts family or domestic violence laws.

**Employee:** A person employed by the University and subject to the Policy and Procedures. This term includes faculty and staff, including regular full-time and part-time, tenured, probationary, temporary, intermittent, casual, per-diem, and Student Employees when acting within the scope of their employment. This term does not include auxiliary or other third-parties.

**Equal Opportunity Office (EEO):** The University office designated to administer the Policy and Procedures. Generally, EEO receives all Incident Report Forms, assists with Supportive Measures, conducts intakes, provides resources and support, assesses, and manages all allegations of Prohibited Behavior against Community Members. More specifically, EEO facilitates the following:

- conducting BU's centralized review, investigation, and grievance procedures for complaints of Prohibited Behavior;
- supervising the coordination of the Policy and these Procedures with: (i) one team responsible for addressing reports and conducting initial assessments, including providing Supportive Measures and training; and (ii) another team responsible for investigations and Alternative Resolution (each team is led by a director who ensures consistency and timely handling of cases); and
- housing the University's Title IX office, whose role is to coordinate BU's compliance with Title IX.

**Finding:** A conclusion reached by the preponderance of the evidence (more likely than not) the Prohibited Conduct did or did not occur as alleged.

**Fondling:** Touching of the private body parts of another person for the purpose of sexual gratification, forcibly and/or against that person's will or not forcibly or not against the person's will in instances where the victim is incapable of giving consent because of the person's youth or because of the person's temporary or permanent mental or physical incapacity.

**Force:** To cause someone to engage in unwelcome sexual activity by using physical or verbal acts of coercion, threats, or intimidation.

**Formal Complaint:** A document filed by a Complainant with a signature or other indication that the Complainant is the person filing the formal complaint, or signed by the Title IX Coordinator, alleging 2020 Sexual Misconduct against a Respondent about conduct within the University's Education Program or Activity and requesting initiation of the Procedures to investigate the allegation of 2020 Sexual Misconduct. A Formal Complaint is necessary to initiate the Grievance Process applicable to allegations of 2020 Sexual Misconduct.

**Grievance Process:** The resolution process used when there is reasonable cause to believe that the behavior implicates the Policy. The Grievance Process that is applied will depend on the nature of the alleged Prohibited Misconduct; the Grievance Process described in Section IV.D applies to both Formal Complaints alleging 2020 Sexual Misconduct all other Complaints of Prohibited Behavior and explains the differences between how Complaints and Formal Complaints are addressed.

**Harassment (Hostile Environment, Not Including Sex):** Unwelcome conduct in the context of a University Education Program or Activity that is prohibited by the Policy because it is based on the Complainant's actual or perceived protected status(es) as defined by the Policy, including specifically forms of harassment on the basis of race, color, natural or protective hairstyle, religion, age (40 or older), national origin, ethnicity, shared ancestry and ethnic characteristics, physical or mental disability, genetic information, or because of military service or veteran status.

Conduct is considered "unwelcome" if the person did not request or invite it and perceives the conduct to be undesirable or offensive. Unwelcome conduct may include verbal, non-verbal, physical, or non-physical conduct. Conduct constitutes harassment when it is so severe or pervasive to create a hostile living, learning, or working environment, such that it effectively denies or substantially limits an individual's ability to participate in or benefit from University Education Program or Activity.

The University considers the conduct in question from both a subjective and objective perspective. It is necessary, but not enough, that the conduct was offensive to the individual who was harassed. The University will also need to find that a reasonable person in the Complainant's position would have perceived the conduct as undesirable or offensive for that conduct to create or contribute to a hostile environment.

**Harassment (Hostile Environment, Sex-Based Harassment):** Unwelcome conduct under a University Education Program or Activity that is based on the Complainant's actual or perceived status(es) as defined by the Policy, including specifically sex-based harassment and other forms of harassment on the basis of sex (including sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity or expression, and marital or parental status).

Conduct is considered "unwelcome" if the person did not request or invite it and perceives the conduct to be undesirable or offensive. Unwelcome conduct may include verbal, non-verbal, physical, or non-physical conduct.

**Hostile Environment, Sex-Based Harassment** includes **Sexual Misconduct** (both **2020 Sexual Misconduct** and **General Sexual Misconduct**), and **2020 Sexual Harassment** and **General Sexual Harassment** (defined below).

**2020 Sexual Harassment:** Unwelcome sex-based conduct that a reasonable person would determine to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to BU's Education Program or Activity.

**General Sexual Harassment:** Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a complainant's ability to participate in or benefit from a University Education Program or Activity.

In evaluating allegations of 2020 Sexual Harassment and General Sexual Harassment, the University considers the conduct in question from both a subjective and objective perspective. It will be necessary, but not enough, that the conduct was offensive to the person who was harassed. The University will also need to find that a reasonable person in the complainant's position would have perceived the conduct as unwelcome in order for that conduct to create or contribute to a hostile environment.

The University also considers the following factors in determining whether a hostile living, learning, or working environment has been created in evaluating allegations of 2020 Sexual Harassment and General Sexual Harassment: (i) the degree to which the conduct affected the complainant's ability to access a University Education Program or Activity; (ii) the type, frequency, and duration of the conduct; (iii) the parties' ages, roles within the University's Education Program or Activity, previous

interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct; (iv) the location of the conduct and the context in which the conduct occurred; and (v) other sex-based harassment in the University's education program or activity.

**Impermissible Evidence:** Evidence that will not be accessed or considered during the Administrative Resolution process involving Complaints, regardless of its relevance, except by the University to determine the admissibility of the evidence. Impermissible Evidence, and questions seeking that evidence, will be excluded, because it is (1) protected under a privilege as recognized by federal or state law, or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or confidentiality; (2) a party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the recipient obtains that party's or witness's voluntary, written consent for use in the recipient's grievance procedures; and (3) evidence that relates to the Complainant's sexual interests or prior sexual conduct, unless evidence about the Complainant's prior sexual conduct is offered to prove that someone other than the Respondent committed the alleged conduct or is evidence about specific incidents of the Complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the Complainant and Respondent does not by itself demonstrate or imply the Complainant's consent to the alleged sexual conduct or preclude determination that 2020 Sexual Misconduct or General Sexual Misconduct occurred.

**Incapacitation:** The inability, temporarily or permanently, to understand the fact, nature, or extent of a situation because the individual lacks the mental or physical capacity to engage in sexual activity. This includes incapacitation due to alcohol or drug consumption that meets this standard or being asleep or unconscious.

**Investigator:** The person(s) assigned by the EOO to investigate a complaint promptly and impartially. Investigators may be internal BU staff or external investigators who independently perform this role.

**Parties:** Complainant(s) and Respondent(s).

**Preponderance of the Evidence:** The greater weight of the evidence; i.e., the evidence on one side outweighs or is more than, the evidence on the other side. Note that this is

not the same as the criminal standard of beyond a reasonable doubt.

**Prohibited Behavior:** Discrimination, Harassment, Sexual Misconduct, or Retaliation as defined by the Policy and applicable federal, state, and local laws, regulations, and ordinances.

**Quid Pro Quo Harassment:** A University Employee explicitly or impliedly conditions the provision of an aid, benefit, or service of the University on a person's participation in unwelcome sexual conduct. This can include grades, recommendations, extracurricular programs or activities, or employment opportunities.

**Rape:** (i) Sexual intercourse, or (ii) oral or anal sexual intercourse, or (iii) use of an object or instrument to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, either (A) forcibly and/or against that person's will, or (B) against the person's will in instances where the victim is incapable of giving consent because of youth or because of temporary or permanent mental or physical incapacity.

**Reasonable Modifications:** The University will make Reasonable Modifications for Students, based on each Student's individualized needs and in consultation with the Student. Reasonable Modifications may include academic, physical space, and attendance adjustments, including voluntary leaves of absences. However, a modification that fundamentally alters the nature of the Student's education program or activity is not considered reasonable. The University will require a Student to provide documentation that is necessary and reasonable to support the Student's need for Reasonable Modifications.

**Remedy:** Individualized services offered as appropriate, as reasonably available, and without fee or charge to the Complainant at the conclusion of the investigation.

**Report:** Information about conduct that could reasonably constitute Prohibited Behavior that is provided at BU, including to a Mandated Reporter, a member of the Resolution Team, the Title IX Coordinator, or EOO. It does not include such information that is provided to a Confidential Resource when they are acting within the context of their confidential duties.

**Resolution:** The result of an Alternative Resolution or Grievance Process.

**Resolution Team:** Collectively, and serving under the supervision of the University's Executive Director of Equal Opportunity, the Resolution Team consists of the Equal Opportunity Office ("EOO"), the University Title IX Coordinator ("Title IX Coordinator" or "TIXC"), and Deputy Title IX Coordinators. The same person serves as both the Title IX Coordinator and Executive Director of EOO ("TIXC/EOD"). The Resolution Team may also include other BU Employees or external consultants who facilitate the Alternative Resolution process, participate in the Administrative Resolution Process as investigators or hearing chairs, or decide appeals of Complaint dismissals or Supportive Measures.

**Respondent:** A BU/BU Academy Employee or Student, or a Third-Party who is alleged to have violated the Policy, provided the Complainant or the University can identify the individual.

**Responsive Measures:** Non-disciplinary, non-punitive individualized support services offered by BU in cases involving protected speech, without a fee and as appropriate and as reasonably available. If protected speech or conduct creates a hostile environment for a BU Community Member based on their protected status(es), BU will provide Responsive Measures designed to eliminate the hostile environment and its effects and prevent the hostile environment from recurring.

**Retaliation:** Adverse action taken against a person for the purpose of interfering with any right or privilege secured by the Policy because the person has or is believed to have (1) exercised their rights under the Policy; (2) reported or opposed conduct which was reasonably and in good faith believed to be in violation of the Policy; (3) assisted or participated in an investigation/proceeding under the Policy, regardless of whether the complaint was substantiated; and/or (4) assisted someone in reporting or opposing a violation of the Policy. **Adverse action** in the context of Retaliation consists of intimidation, threats, coercion, or discriminatory conduct that has a substantial and material adverse effect on the individual's ability to participate in the living, learning, and working environment. An adverse action is typically something more than a mere annoyance or discomfort that is short in time. However, each case is viewed in the totality of the circumstances and the University considers whether there is a legitimate non-discriminatory justification for the alleged retaliatory behavior.

Retaliation may occur whether or not there is a power or authority differential between the individuals involved.

Engaging in protected speech or conduct under the Policy is not Retaliation under the Policy. Likewise, charging a person with a violation of the Code of Student Responsibilities, Code of Ethical Conduct, Code of Professional Standards, or other similar University code of conduct for making a materially false statement in bad faith while the person participated in proceedings under the 2020 Sexual Misconduct Procedures will not constitute Retaliation. Note, however, that a determination of responsibility for engaging in 2020 Sexual Misconduct, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

**Sanction:** A consequence or action imposed during the course of the grievance process on a Respondent only after they have been found to have engaged in Prohibited Conduct or otherwise violated the Policy.

**Sanction Decision-Maker:** An Administrator who determines, assigns, and monitors sanctions. This individual is generally a BU Dean, Dean of Students, or Vice President.

**Sexual Assault:** Actual or attempted sexual contact with another person without that person's consent (including instances where the victim is incapable of giving consent) that includes, but is not limited to: Rape; Fondling; Incest; and Statutory Rape.

**Sexual Misconduct:** An umbrella term describing two forms of Prohibited Behavior, **2020 Sexual Misconduct** and **General Sexual Misconduct**.

**2020 Sexual Misconduct:** Any of the following forms of Prohibited Behavior alleged to have occurred on or after October 15, 2024 against a person in the United States and within the context of a University Education Program or Activity: Quid Pro Quo Harassment; 2020 Sexual Harassment; Sexual Assault (Rape, Fondling, Incest, Statutory Rape); Dating Violence; Domestic Violence; and Stalking.

**General Sexual Misconduct:** Any of the following forms of Prohibited Behavior alleged to have occurred on or after October 15, 2024 against a person in the United States and within the context of a University Education Program or Activity: Quid Pro Quo Harassment; General Sexual Harassment; Sexual Assault (Rape, Fondling, Incest, Statutory Rape); Dating Violence; Domestic Violence; and Stalking.

**Shared Ancestry and Ethnic Characteristics Discrimination/Harassment:** Discrimination or harassment of a BU Community Member based on their actual or perceived shared ancestry or ethnic characteristics, which may include ethnic or

ancestral slurs, harassment based on how a person looks, dresses, or speaks in ways linked to ethnicity or ancestry (e.g., skin color, religious attire, language spoken); or stereotyping based on actual or perceived shared ancestral or ethnic characteristics.

**Stalking:** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (1) Fear for the person's safety or the safety of others; or (2) suffer substantial emotional distress.

**Statutory Rape:** Nonforcible sexual intercourse with a person who is under the statutory age of consent which is, in Massachusetts, 16 years of age.

**Student:** An applicant for admission to BU or BU Academy (BUA), an admitted BU/BUA Student, an enrolled BU/BUA Student, non-credit Student, a BU/BUA Student between academic terms, a BU/BUA graduate awaiting conferral of a degree, a BU/BUA Student currently serving a suspension or interim suspension, and a BU/BUA Student who withdraws from BU/BUA while a disciplinary matter (including investigation) is pending.

**Supportive Measures:** Non-disciplinary, non-punitive individualized support services offered by EOO to the Parties without a fee as appropriate and as reasonably available. Supportive Measures include:

- Referring Parties to counseling, medical, and/or other healthcare services, including on and off-campus providers;
- Educating Community Members or subgroup(s);
- Adjusting a work schedule, assignment, or location for BU employment;
- Changing an academic schedule, allowing a party to take an incomplete in one or more courses, allowing a party to attend class via online means, or allowing a party to switch class sections as appropriate;
- Allowing a party to withdraw from or retake a class without penalty, or extending deadlines for examinations or other academic or work assignments;
- Providing access to tutoring or other academic support;
- Placing an Employee Party on paid administrative leave until the conclusion of the Administrative Resolution process;
- Altering transportation arrangements;
- Adjusting a living environment;
- Approving a voluntary administrative leave (employees) or leave of absence (students);
- Safety planning;

- Implementing mutual or one-way contact limitations (no contact orders) between the parties; and
- Any other actions deemed appropriate by EOO.

**Third Party:** A Community Member other than an Employee or a Student over whom the University exercises disciplinary authority and/or substantial control, if a Respondent, or who was participating or attempting to participate in a University Education Program or Activity at the time of the alleged Prohibited Behavior, if a Complainant.

**Title IX Coordinator:** The person(s) designated by BU to ensure compliance with Title IX and BU's Title IX program, and General Sexual Misconduct matters arising under the Policy. References to the University Title IX Coordinator (or "TIXC") throughout the Policy may also encompass a designee of the coordinator for specific tasks. The TIXC is responsible for ultimate oversight of coordination and consistency of Title IX compliance, training, education, and prevention efforts; monitoring for barriers to reporting Prohibited Behavior, including collaborating with campus partners on climate assessments; managing the oversight of procedures that are designed to end sexual misconduct, prevent its recurrence, and address its effect on persons and BU Community Members as a whole, promptly and equitably; and managing a team of Deputy Title IX Coordinators across BU.

**Mandated Reporter:** A BU/BUA Employee who is obligated by the Policy to share with EOO knowledge, notice, and/or reports of harassment, discrimination, and/or retaliation prohibited under the Policy. A Mandated Reporter includes a student-employee who, while operating within their role as an Employee, receives information that may reasonably constitute Prohibited Behavior.

**University Education Program or Activity:** Locations, events, or circumstances within the United States where BU exercises substantial control over both the Respondent and the context in which the Prohibited Behavior occurs. A University Education Program or Activity includes any academic extracurricular, research, occupational training, or other education program or activity operated by BU, and buildings controlled or owned by a student organization officially recognized by BU.

**Witness:** A non-party who may have information relevant to an investigation, as determined by the investigator.

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# Interim Equal Opportunity and Title IX Policy Appendix B – Confidentiality Protections and Reporting Obligations

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## Mandated Reporters

Boston University Employees, except those who are designated as Confidential Resources and are acting within the scope of their confidential duties, are Mandated Reporters of disclosures of incidents that reasonably may constitute Discrimination, Harassment, and Retaliation (Prohibited Behavior). This means that when a Mandated Reporter, acting within the scope of their employment, receives information, observes, or has knowledge of conduct that reasonably may constitute Prohibited Behavior, they must promptly share with the EOO all known details of the disclosure, even if the information is not reported to them by a Community Member. A student-employee who, while operating within their role as an Employee, receives information that may reasonably constitute Prohibited Behavior is also a Mandated Reporter. Mandated Reporters are required to respect the parties' privacy to the greatest extent possible and will disclose identifying information to others, including the Resolution Team, only on a need-to-know basis.

## Confidential Resources

Confidential Resources at BU will not share disclosures of potential Prohibited Behavior with a member of the Resolution Team but will inform the person disclosing information that the employee has confidential status, how to contact BU's Title IX Coordinator and make a complaint, and that the Title IX Coordinator may be able to provide supportive measures and initiate resolution procedures. [\[1\]](#)

[\[1\]](#) BU designates certain employees as Confidential Resources under this Policy, meaning that information provided to a Confidential Resource is considered impermissible unless the person to whom the confidentiality is owed gives permission in writing for such information to be disclosed. Please note that not all

information provided to a Confidential Resource is privileged or confidential under federal or state laws and thus may be admissible in criminal or civil proceedings.

For an updated list of Confidential Resources at BU, please visit [bu.edu/eoo](https://bu.edu/eoo).

<b>Office/Personnel</b>	<b>Status</b>	<b>Reporting Obligation</b>
<u><a href="#">Behavioral Medicine</a></u>	Confidential	If the incident is a crime on or near campus, Behavioral Medicine will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).
<u><a href="#">Boston University Police Department ("BUPD")</a></u>	Not Confidential	BUPD may report prohibited behavior to the EOO so that the University can investigate and respond. If the incident is a crime, BUPD will include it in a crime log and the annual security report without identifying the victim (Clery Act). If the incident is a crime and poses a serious or continuing threat, BUPD will issue a timely warning or emergency notification (Clery Act). BUPD will share information with BU personnel who need to

		know it in order to carry out University policies and procedures.
<u>University Chaplains (“Clergy”)</u>	Confidential	None, if they are operating in their capacity as clergy. If acting in another capacity, see section on other University Personnel, below.
<u>Center for Psychiatric Rehabilitation</u>	Confidential	CPR may assess, coordinate, and facilitate, with the Title IX Coordinator, supportive measures for student respondents. CPR will document any supportive measures they facilitate.
<u>Confidential Resource Provider (“CRP”)</u>	Confidential	Confidential Resource Providers will share information on reporting options and the effects of each option, counseling services available on campus and through local, community-based rape crisis or domestic violence centers, medical and health services available on and off-campus. They will also provide a summary of available supportive measures related to

		<p>academic and residence life, and employment, explain BU's disciplinary process or the legal process carried out through local law enforcement agencies, notify the reporting party of their rights and BU's responsibilities in obtaining a criminal protection order (209A/258E), BU No Contact Directive, BU No Trespass Order.</p>
<p><u>Dean of Students Office ("DOS")</u></p>	<p>Not Confidential</p>	<p>DOS will share information with Other University Personnel who need to know it in order to carry out University policies and procedures. DOS is the official record keeper of all student records including allegations of prohibited behavior.</p> <p>If the incident is a crime on or near campus, DOS will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).</p>

<p><u>Equal Opportunity Office</u> <u>("EOO")</u></p>	<p>Not Confidential</p>	<p>Unless a complainant requests otherwise and the request is granted, EOO will investigate, respond to complaints of Prohibited Behavior, and provide Supportive Measures.</p> <p>If the incident is a crime on or near campus, EOO will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act). EOO will share information with University Personnel who need to know it in order to carry out University policies and procedures. EOO will assess, coordinate, and facilitate supportive measures for employees.</p>
<p><u>Faculty &amp; Staff</u> <u>Assistance Office</u> <u>("FSAO")</u></p>	<p>Confidential</p>	<p>If the incident is a crime on or near campus, FSAO will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required</p>

<p><u>Judicial Affairs Office</u> ("JA")</p>	<p>Not Confidential</p>	<p>timely warning (Clery Act).</p> <p>JA will share information with Other University Personnel who need to know it in order to carry out University policies and procedures.</p> <p>If the incident is a crime on or near campus, JA will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).</p>
<p><u>University Ombuds</u></p>	<p>Confidential</p>	<p>The Ombuds will provide anonymous (de-identified) information to the EOO/JA in an effort to address emerging problems or to prevent recurrence, including information on general trends or patterns of concern.</p>
<p>Other University Personnel</p>	<p>Not Confidential</p>	<p>Will report to the EOO all information received about conduct that reasonably may constitute Sex-Based Prohibited Behavior so BU can investigate and</p>

		<p>respond. If the incident is a crime, a “campus security authority” will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act). Other University Personnel will share information with BU personnel who need to know it in order to carry out University policies and procedures.</p>
<p>IRB Research</p>	<p>Not Confidential</p>	<p>A University employee conducting an IRB-approved human-subjects research study designed to gather information about sex discrimination will share information received during the course of the study.</p>
<p><u>Sexual Assault Response and Prevention Center (“SARP”)</u></p>	<p>Confidential</p>	<p>If the incident is a crime on or near campus, SARP will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act) if the complainant</p>

		<p>consents to the report. SARP may assess, coordinate, and facilitate, with the Title IX Coordinator, supportive measures for students. SARP will document any supportive measures they facilitate.</p>
<p><u>Student Health Services (“SHS”)</u></p>	<p>Confidential</p>	<p>If the incident is a crime on or near campus, SHS will report it without any identifying information to BUPD for inclusion in the annual security report and for issuance of any required timely warning (Clery Act).</p>
<p>Title IX Coordinator</p>	<p>Not Confidential</p>	<p>The person(s) designated by BU to ensure compliance with Title IX and BU’s Title IX program. References to the University Title IX Coordinator throughout the Policy may also encompass a designee of the coordinator for specific tasks.</p>

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# Interim Equal Opportunity and Title IX Policy Appendix C – Resources and Support

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The contact information for the resources listed here was confirmed at the time of the Policy's publication in October 2024. Up-to-date contact information can always be found on the Equal Opportunity Office website: [www.bu.edu/eoo](http://www.bu.edu/eoo).

## Emergency/Immediate Assistance

The University encourages all community members affected by discrimination or harassment to seek immediate assistance. Doing so promptly may be important to ensure the person's physical safety or to obtain medical care or other support. It may be helpful to preserve evidence, which can assist the University and/or law enforcement in proving that the alleged criminal offense occurred or may be helpful in obtaining a protective order. Confidential assistance is available to BU students free of charge 24 hours a day, 7 days a week (by phone at 617-353-SARP). For emergency assistance, community members should call the BU Police Department at [617-353-2121](tel:617-353-2121).

Students or employees who wish to obtain information or notify law enforcement are encouraged to contact the Boston University Police Department (BUPD). BUPD will assist or provide information to members of the University community about how to obtain a court-issued protective order. BUPD will also provide information on law enforcement investigations, and civil or criminal processes available to students and employees. BUPD, the University Title IX Coordinator or their designee will advise students and employees on how to obtain a lawful court-issued protective order or an institution-issued no-contact directive or a No Trespass Order against an alleged perpetrator of the sexual misconduct. The institution's process for investigating sexual misconduct complaints and external civil and criminal processes may run concurrently.

Members of the University community who have obtained a court issued protective order are encouraged to inform BUPD of that order at the earliest possible time, by contacting

BUPD directly.

# Confidential On-Campus Crisis Intervention, Support, Advocacy, and Health Resources

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## Student Resources

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Sexual Assault Response & Prevention Center (SARP) (for student complainants)  
SARP provides counseling and advocacy to students who have experienced trauma.

930 Commonwealth Avenue

24-hour hotline: 617-353-SARP (7277)

By email: [sarp@bu.edu](mailto:sarp@bu.edu); [www.bu.edu/sarp](http://www.bu.edu/sarp)

### Center for Psychiatric Rehabilitation (for student respondents)

The Center for Psychiatric Rehabilitation is dedicated to improving the lives of persons who have psychiatric disabilities. The Center specializes in wellness, recovery, support, and advocacy for individuals alleged to have caused harm.

940 Commonwealth Avenue West

[617-353-3549](tel:617-353-3549)

By email: [psyrehab@bu.edu](mailto:psyrehab@bu.edu)

### Student Health Services/Behavioral Medicine

SHS is an integrated health center that leaves a lasting impression on the health and wellness of students. SHS promotes wellness, preserves health, and enables achievement for BU students.

881W Commonwealth Ave., 1st Floor

Medical Department

[617-353-3575](tel:617-353-3575)

## Behavioral Medicine

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Behavioral Medicine offers a range of mental health services to keep the BU community healthy by providing assessment, diagnosis and therapy, and psychiatry for a variety of mental health issues.

881 Commonwealth Ave  
24-hour hotline: [617-353-3569](tel:617-353-3569)

## Employee Resources

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### [Faculty & Staff Assistance Office \(for employees\)](#)

FSAO provides free and confidential support, problem-solving, or coaching to address work and personal challenges for BU employees or their families.

Charles River Campus  
888 Commonwealth Ave, Suite 309  
[617-353-5381](tel:617-353-5381)

Medical Campus  
Dr. Solomon Carter Fuller Mental Health Center  
85 East Newton Street, 818b  
[617-353-5381](tel:617-353-5381)  
By email: [fsao@bu.edu](mailto:fsao@bu.edu)

## Community Resources (students and employees)

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### Confidential Resource Providers

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Confidential Resource Providers will share information on reporting options and the effects of each option, counseling services available on campus and through local, community-based rape crisis or domestic violence centers, medical and health services available on and off-campus. They will also provide a summary of available supportive measures related to academic and residence life, and employment, explain BU'S disciplinary process or the legal process carried out through local law enforcement agencies, notify the reporting party of their rights and BU's responsibilities in obtaining a criminal protection order (209A/258E), BU No Contact Directive, BU No Trespass Order.

Sonia Mee, 264 Bay State Rd, [617-353-2245](tel:617-353-2245), [smee@bu.edu](mailto:smee@bu.edu)

### [Office of the Ombuds](#)

The Office of the Ombuds is an independent, impartial, informal problem-solving resource serving faculty, staff, and students on the Charles River and Medical Campus.  
Charles River Campus

930 Commonwealth Avenue, Suite 1100  
[617-358-5960](tel:617-358-5960)

Medical Campus  
Solomon Carter Fuller Building  
85 East Newton Street, Suite 818  
[617-358-7645](tel:617-358-7645)

### [University Chaplains](#)

University Chaplains can provide spiritual counseling. Each of the University Chaplains comes from a particular religious tradition but is available to members of the community from any tradition.

Charles River Campus  
735 Commonwealth Ave.  
[617-353-3560](tel:617-353-3560)

## **Non-Confidential Campus Resources**

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### **Community Resources (students and employees)**

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#### [University Title IX Coordinator](#)

The Title IX Coordinator is responsible for overseeing the University's response to Title IX reports and complaints as well as identifying and addressing any patterns or systemic problems revealed by such reports and complaints. The Title IX Coordinator manages the formal and informal resolution process and can inform students or employees of their rights and reporting options, as well as provide on-campus and community-based resources.

Jean Estevez

Executive Director of Equal Opportunity and Title IX Coordinator

888 Commonwealth Ave., Suite 303  
[617-353-9286](tel:617-353-9286)

#### [Deputy Title IX Coordinators and their contact information](#)

BU has designated more than 50 professional staff members as Title IX Deputies. They are strategically placed throughout BU to serve as a local resource to students or employees. Deputies are trained in responding to disclosures of sexual misconduct and can provide the following information: reporting options and the effects of each option, counseling services available on campus and through local, community-based rape crisis or domestic violence centers, medical and health services available on and off-campus, available school or work-based supportive measures related to academic and residence life, and employment, explain BU's disciplinary process and explain that the legal process is carried out through local law enforcement agencies, the right to obtain a lawful protection order, and a BU No Contact Directive and No Trespass Order.

### **Boston University Police Department**

BUPD is a full time, professional law enforcement agency that provides a wide variety of public services, including emergency medical assistance. They can receive Sexual Misconduct reports, explain reporting options, conduct criminal investigations, assist students or employees obtain supportive measures, parties in obtaining protective orders under state or federal law. They can enforce protective orders or No Trespass Orders.

32 Harry Agganis Way

In an emergency: [617-353-2121](tel:617-353-2121)

Detective Unit: [617-353-3436](tel:617-353-3436)

### **Dean of Students Office (Students)**

The Dean of Students Office and Division of Student Affairs comprises compassionate and experienced professionals who are focused on sustaining a community where all students can thrive and reach their full potential as individuals and as scholars.

George Sherman Union, Second Floor

775 Commonwealth Ave.

[617-353-4126](tel:617-353-4126)

### **Judicial Affairs (Students)**

Judicial Affairs adjudicates judicial conduct cases and is the primary administrator of the **Code of Student Responsibilities**. The Code is a body of principles consisting of the University's expectations of its students, provisions for sanctioning rule violations, and due process mechanisms. It presupposes that students will obey all local, state, and

federal laws; comply with all University policies and procedures; and respect the rights of all individuals.

25 Buick Street, Suite 150  
[617-358-0700](tel:617-358-0700)

### Equal Opportunity Office (Faculty and Staff)

The Equal Opportunity Office works to promote and realize the University's commitment to equal opportunity and affirmative action. They strive to ensure that equal opportunity is a reality at Boston University, that our faculty, staff, and students can work and study in an environment free of unlawful harassment and discrimination, and that the University meets its obligations under federal and state laws.

888 Commonwealth Ave., Suite 303  
[617-358-1796](tel:617-358-1796)  
By email: [eo@bu.edu](mailto:eo@bu.edu)

### Human Resources (Faculty and Staff)

Human Resources can assist in students or employees by explaining how to file a report, obtain supportive measures, and explain on and off campus resources.

Charles River Campus  
25 Buick Street, 2nd Floor  
[617-353-2380](tel:617-353-2380)

Medical Campus  
609 Albany Street, 1st floor  
[617-638-4610](tel:617-638-4610)  
By email: [hr@bu.edu](mailto:hr@bu.edu)

## Student Resources

### University Service Center

The University Service Center ("USC") is a place to visit or call when you have a problem or concern and aren't sure where to go. USC helps students obtain academic leniency and supportive measures such as extensions or course changes.

881 Commonwealth Avenue  
[617-358-1818](tel:617-358-1818)  
By email: [usc@bu.edu](mailto:usc@bu.edu)

### Student Financial Assistance

The Student Financial Assistance can help students with financial concerns.

881 Commonwealth Avenue

617-353-2965

By email: [finaid@bu.edu](mailto:finaid@bu.edu)

## **Off-Campus Counseling, Advocacy Resources, and Legal Resources (including assistance with or referrals for visa and immigration matters)**

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### Boston Area Rape Crisis Center (BARCC)

BARCC provides information, education, counseling services for students or employees.

BARCC provides education and advocacy for social change to prevent sexual violence.

617-492-8306

800-841-8371

### Victim Rights Law Center (VRLC)

VRLC provides legal and advocacy services

115 Broad Street, 3rd Floor

Boston, MA 02110 617-399-6720 ext. 19

### Fenway Health Violence Recovery Program

Free counseling and advocacy, specializing in services to the LGBTQIA+ community.

Ansin Building

1340 Boylston Street

Boston, MA 02215

617-927-6250, 800-834-3242

### Safelink MA Statewide Domestic Violence Hotline (Casa Myrna)

SafeLink is Massachusetts' statewide 24/7 toll-free domestic violence hotline and a resource for anyone affected by domestic or dating violence. SafeLink provides referrals and advocate services.

877-785-2020

### The National Domestic Violence Hotline

The National Domestic Violence Hotline provides information, assists with safety planning and referrals for counseling or legal services.

[1-800-799-7233](tel:1-800-799-7233)

PO Box 90249

Austin, TX 78709

### The National Sexual Violence Hotline (RAINN)

RAINN provides information, local referrals, and advocacy services.

[1-800-656-4673](tel:1-800-656-4673)

### Pathways to Safety (for Americans abroad)

Pathways offers specialized safety planning, advocacy, and long-term case management for American overseas victims living with an abuser or after the relationship has ended. Case managers have the tools and knowledge to assist survivors abroad and/or after returning to the U.S.

[crisis@pathwaystosafety.org](mailto:crisis@pathwaystosafety.org)

## **Off-Campus Law Enforcement Resources**

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Boston Police Department

Law enforcement through the City of Boston or the Commonwealth of Massachusetts can help students or employees file criminal complaints, refer to resources, conduct criminal investigations, assist in obtaining protective orders.

### Boston Police Department Sexual Assault Unit

Boston Police Department

911 or [617-343-4400](tel:617-343-4400)

Boston Police Sexual Assault Unit

[617-343-4400](tel:617-343-4400)

Brookline Police Department

911 or [617-730-2222](tel:617-730-2222)

Brookline Police Detective Bureau  
617-730-2244

Massachusetts State Police

The Massachusetts State Police serves as the statewide law enforcement agency and maintains investigative, tactical, and support units throughout the Commonwealth.

508-820-2300

70 Worcester Road, Framingham, MA 01702

## Off-Campus Medical/Healthcare Resources

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A medical provider can provide emergency and/or follow-up medical services as appropriate, and a person can discuss any related health care concerns in a confidential medical setting. The medical examination has two primary goals: (i) to diagnose and treat the full extent of any injury or physical effect (sexually transmitted infection or pregnancy) and (ii) to properly collect and preserve evidence. There is a limited window of time within which to preserve physical and other forms of evidence (usually within 5 days or 120 hours of the sexual assault). Taking the steps to gather evidence immediately does not commit a person to any course of action. To locate a SANE nurse, visit the Boston Region Designated Hospitals website at: <https://www.mass.gov/service-details/adultadolescent-sane-services>

Beth Israel Deaconess Medical Center Emergency Department  
1 Deaconess Road, Boston, MA  
617-754-2323

Beth Israel Deaconess Medical Center, Center for Violence Prevention and Recovery  
330 Brookline Avenue, Boston, MA  
617-667-8141

Note: Beth Israel Deaconess, along with Boston Medical Center and Brigham & Women's Hospital are SANE designated hospitals that have specially trained Sexual Assault Nurse Examiners ("SANE") on call. SARP can provide information on SANE, assist in coordinating a SANE visit, and accompany a student to the hospital for the exam.

# Government Resources

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The resources listed here may provide additional assistance for those who would like to file an external complaint of sexual misconduct or students with inquiries regarding the application of Title IX and its implementing regulations.

## [U.S. Department of Education, Office for Civil Rights](#)

Office for Civil Rights  
Region I – Boston Office  
5 Post Office Square, 8th Floor  
Boston, MA 02109-3921  
617-289-0111

## U.S. Department of Justice, [Office on Violence Against Women](#)

Office on Violence Against Women (OVW)  
145 N Street, NE, Suite 10W.121  
Washington, DC 20530  
Phone: 202-307-6026  
Fax: (202) 305-2589  
TTY: (202) 307-2277

## [U.S. Citizenship and Immigration Services](#)

Boston Field Office  
John F. Kennedy Federal Building  
15 New Sudbury Street  
Room E-160  
Boston, MA 02203  
800-375-5283

## [Massachusetts Commission Against Discrimination \(MCAD\)](#)

1 Ashburton Place, Sixth Floor  
Boston, MA 02108  
617-994-6000

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END OF POLICY TEXT

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## Additional Resources Regarding This Policy

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These Appendices correspond to the [Interim Equal Opportunity and Title IX Policy](#) and [Interim Equal Opportunity and Title IX Procedures](#) effective October 15, 2024 and apply to conduct that occurs on or after October 15, 2024.

**Boston University** Policies

