

Summary of Actions Taken to Address Sexual Misconduct at Tufts

Tufts has made extensive efforts in responding to sexual misconduct cases in a comprehensive and decisive manner. These efforts include:

- Hiring a knowledgeable and experienced Title IX Coordinator in 2011.
- Restructuring and expanding our Office of Equal Opportunity (OEO), which is directed by the University's Title IX Coordinator, who oversees a comprehensive response to sexual misconduct.
- Updating and strengthening our sexual misconduct policies and procedures to provide for prompt and equitable resolution of student complaints by investigating and addressing sexual misconduct complaints and/or concerns of students, staff, faculty and third parties. Only investigators trained in Title IX and who are dedicated to an impartial, respectful and confidential process are utilized in this process.
- Building an anonymous reporting tool for bystanders and victims/survivors to report sexual misconduct and enable us to monitor campus climate more effectively.
- Creating programming to enhance awareness and prevention of sexual misconduct throughout our campuses; this ongoing effort includes continuous education and training for all members of the Tufts community and efforts to gauge campus climate on this important issue.

Since 2011, the University has provided ongoing training for its Title IX Coordinator, Title IX Investigator, Adjudicators and Liaisons. This training has been provided on at least a bi-annual basis for all these persons who are directly involved in processing, investigating, adjudicating and/or resolving complaints of sexual misconduct. This training has included the following topics:

- Title IX, Title VII and M.G.L. ch.151B, EEOC/MCAD Guidance on Sexual Harassment,
- OCR Guidance on sexual harassment (1997/2001),
- bullying (2010 Dear Colleague Letter),
- sexual misconduct (2011 Dear Colleague Letter) and retaliation (2013 Dear Colleague letter),
- preponderance of the evidence,
- victim/survivor behavior,
- dynamics of power,
- implicit bias,
- scenarios for discussion,
- reporting responsibilities,
- confidentiality – limits and expectations,
- Campus SaVE and VAWA,
- University policies and procedures,
- available resources for students, employees and other community members.

These topics have been part of the University's existing training program, which will continue to operate in its normal course.

- Online training on bystander intervention to increase awareness of sexual misconduct will be mandatory for all undergraduate students starting this fall, and all incoming professional and

graduate students will be offered training as part of orientation.

- Integrating the efforts of OEO with Health & Wellness Services' staff of highly trained mental health counselors and medical clinicians skilled in trauma response and treatment, as well as clinicians trained on sexual assault treatment and response. OEO also collaborates with Tufts University Police Department (TUPD) and its officers trained in sexual assault response to provide support to victims/survivors. Together, these departments provide many of the resources essential to support victims/survivors of sexual misconduct.
- Creating an easily accessible website that provides comprehensive information about our extensive support services and resources for victims/survivors and accused parties. The website can be found at: <http://oeo.tufts.edu/sexualmisconduct>.
- Establishing a Sexual Misconduct Prevention Task Force, convened in the fall of 2013 and personally chaired by President Monaco, comprised of students, faculty and staff from across all the Tufts campuses. Members of the Task Force are thoroughly reviewing our own policies and procedures as well as best practices elsewhere to develop recommendations on how we can continue to improve our current programs and enhance our resources to provide a comprehensive response to those who have been impacted by sexual misconduct. The Task Force has already made a series of recommendations to improve programming and education.
- Creating a position of Sexual Misconduct Prevention Specialist to coordinate services and education for our students. This individual will provide our students with a highly visible resource for critical information about services and education. We have posted that position with the goal of having an experienced professional in place by this fall.