SEXUAL MISCONDUCT = Sexual harassment, gender discrimination or bias, sexual assault, rape, stalking or relationship violence. Sexual misconduct can occur regardless of gender or sexual identity.

BOSTON

Sexual Harassment
Sexual Assault
Stalking
Relationship Violence

Office of Equal Opportunity
Title IX Coordinator
617.627.3298
oeo.tufts.edu
tufts-oeo.ethicspoint.com (online reporting)
SEXUAL HARASSMENT

Sexual harassment is a form of sex discrimination that includes unwelcome sexual advances, requests for sexual favors, and any other physical or verbal conduct of a sexual nature.

Sexual harassment includes:

- Submission to or rejection of advances, requests, or conduct that is made either explicitly or implicitly a term or condition of employment or the basis for an employment or academic decision.
- Physical or verbal conduct that has the purpose or effect of unreasonably interfering with academic or work performance.
- Conduct that creates an intimidating, hostile, or offensive environment in which to work or learn.

WHAT ACTIONS CONSTITUTE SEXUAL HARASSMENT?

- Propositioning a person for sexual activity in a manner that interferes with that person’s work or academic environment.
- Making statements that convey insulting or degrading attitude or opinion based on gender.
- Persistent unwanted requests for dates or to go out.
- Continual unwelcome communication through letters, e-mails, texts, social media, frequent telephone calls, or in-person contact.
- Threats that submission to sexual advances are a condition of employment or high academic achievement.
WHAT ACTIONS CONSTITUTE SEXUAL HARASSMENT? (CONT’D)

- Making sexually explicit jokes or statements.
- Unwanted physical contact such as touching, hugging, blocking movements, or brushing up against a person.
- Displaying inappropriate sexual materials in a location where others can view them.
- Sexual assault, rape, or attempted rape.

WHAT CAN I DO IF I FEEL SEXUALLY HARASSED?

- If you are comfortable, you can talk with the person, inform him/her you are uncomfortable with the behavior, and ask him/her to stop. Be sure to document your communication.

- You can report it to a supervisor, University administrator, Title IX Liaison, or the Office of Equal Opportunity.

- Students, faculty and staff may file a confidential and anonymous complaint through tufts-oeo.ethicspoint.com or by calling 866.384.4277.

- For additional assistance please see the resources at the back of this booklet.
• Sexual assault is any unwanted, coerced, or forced sexual contact or intercourse.

• Sexual assault also is sexual contact or intercourse with someone who is incapable of giving consent (e.g., incapacitated because of drug or alcohol use, asleep).

• Sexual assault can involve the sexual penetration of any bodily orifice with any object.

• Sexual assault is not limited to intercourse but includes any unwanted sexual contact.

• Victims can be either women or men.

• Perpetrators are most often friends or acquaintances of victims/survivors.

• The perpetrator can even be a significant other.

• Sexual assault can occur between members of the opposite sex or the same sex.

• Alcohol, “date rape” drugs, or other substances may be involved.

• If you are unsure or feel uncomfortable about a sexual experience you have had, you should talk to someone about it.
I met Jordan at a party. We were drinking and dancing together. S/he asked me to go back to her/his room. I was really drunk but I wanted to spend more time with her/him. When we got back to her/his room, s/he gave me another drink. I don’t remember anything that happened after that. All I know is that I woke up in her/his room and I was not fully dressed. S/he was in bed naked. I think we had sex, but I don’t really remember what happened.

I’ve been dating Morgan for a few months. Last night we were together in his/her apartment and we had a bad fight. All I wanted to do was go to sleep, but Morgan wanted to have sex. I didn’t want to. I pushed her/him away, but s/he insisted. We ended up having sex even though I told her/him ‘no.’
During the immediate aftermath of sexual assault, it is very difficult to know whether or not you might eventually wish to pursue legal charges. Having evidence collected does not commit you to reporting the assault; the evidence can be sent to the crime lab anonymously and held for six months. Evidence can usually be collected up to five days after the assault, though the likelihood of capturing evidence decreases with time. Showering, urinating, and brushing your teeth may destroy evidence.

The drugs used in drug-facilitated sexual assault leave the body very quickly. If you suspect that you may have been drugged and need to urinate before arriving at the ER, try to collect the urine in a clean container and take it with you.

Your clothing or bedding may contain evidence; take these with you to the ER in a PAPER BAG (not plastic). You may stop the exam at any time, and you may have someone with you during the exam.

**WHAT CAN I DO IF THIS HAPPENS TO ME?**

- Find a safe place
- Call a friend
- Call for assistance – counselor-on-call or police
- Seek medical treatment
- Preserve evidence – avoid showering, brushing your teeth, changing your clothes (see below for more information).
- Seek support from the University (see resources at the back of this booklet).

**PRESERVING EVIDENCE: THINGS YOU NEED TO KNOW TO MAKE DECISIONS**

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STALKING

Talking is when an individual receives threats along with repeated harassing behavior.

- Anyone can be stalked.
- Stalking can occur for several days or many years.
- Most stalking victims know their stalker and usually have some type of relationship or interaction with the person (such as a classmate, roommate, or significant other).

Examples of stalking behavior include:

- Following a person
- Appearing at a person’s home, class, or work
- Making harassing phones calls, emailing, texting, or utilizing Facebook or other social media to harass someone
- Leaving written messages or objects
- Vandalizing a person’s property

EXAMPLES OF STALKING

I dated Jamie a couple of times but then told him/her I wasn’t interested in seeing him/her again. S/he said someone would get hurt if I broke up with him/her. “We need to be together,” s/he told me.

We weren’t in contact for a while, but now s/he keeps sending me emails. Sometimes I don’t answer and I changed my address but s/he discovered the new one. I wish that s/he would stop.
Every time I went to Poli Sci class this person would sit next to me. S/he kept trying to talk to me even though I said I wasn’t interested. Then s/he started showing up everywhere—outside my residence hall, in the Campus Center, even in the library. S/he threatened that if I didn’t go on a date with him/her, something bad would happen. Am I being paranoid?

Two weeks ago someone left me an anonymous “secret admirer” note in the library in one of my books. Last week I was studying in the Campus Center and I got up to stretch. When I came back I found a cup of coffee with a note that said “I am always watching you.” This morning there were flowers outside my room. My friends and I don’t know who it is and it feels creepy.
The University can issue “Stay Away Requests” to address concerns regarding harassment, stalking, bullying, and other unwanted attention. Students experiencing this type of conduct should contact their Dean’s office for more information. “Stay Away Requests” can be issued even if you are unsure about pursuing disciplinary action. In cases where a disciplinary complaint alleging sexual misconduct has been initiated, an on-campus “No Contact Order” will be issued, which prohibits contact between the parties. Violations of a “No Contact Order” may result in disciplinary action.

Off-Campus Remedies – Police Or Court

Both criminal and civil courts can issue restraining orders for your protection. This is a court order issued by a judge that requires a person to stop contacting and/or stay away from you. A person violating a restraining order faces criminal penalties. Violations of these orders should be reported to the police. Information regarding how to obtain these types of orders can be obtained from the police or at your local courthouse.
Relationship violence is defined as intentionally violent or controlling behavior by a person who is currently or was previously in a relationship with the victim.

Relationship violence occurs in both heterosexual and same-sex relationships.

Relationship violence includes:
- Actual or threatened physical injury
- Sexual assault
- Psychological abuse
- Economic control
- Progressive social isolation

Examples:
Controlling/possessive behavior such as:
- Frequent jealousy
- Being critical of your behavior
- Controlling who you spend time with
- Expecting you to ask permission
- Making you feel afraid
- Yelling at you, humiliating you or putting you down
- Making you question your judgment, making you think it’s your fault
- Making you feel trapped

Physical or emotional abuse, such as:
- Pressuring you for sexual acts
- Pushing, slapping, biting, kicking, choking, grabbing
- Threatening to kill or hurt you or anyone dear to you
- Threatening to commit suicide
RELATIONSHIP VIOLENCE

Makes you feel like:
- You are walking on eggshells
- You have to call your friends in secret
- You must dress a certain way to keep your partner from getting upset

EXAMPLES OF RELATIONSHIP VIOLENCE

My partner yelled at me for being late for lunch. S/he grabbed my arm and pulled me out of the dining hall. It was so humiliating. Later s/he said s/he was so sorry for embarrassing me. Things are OK now though I wonder when it will happen again.
My partner always criticizes how I dress and my weight. S/he talks about other people being better looking than I am. When I get upset, s/he tells me I am being oversensitive.

Recently s/he has started to pressure me to perform oral sex, even if I tell her/him I don’t want to. S/he gets really upset when I refuse, so I have just been doing what s/he asks.
This is a comprehensive list of resources for those who have experienced or are experiencing sexual misconduct, witnesses to such behavior, as well as friends and relatives of survivors. All resources are accessible to Tufts University students, employees, and faculty unless otherwise specified.

**Employee Assistance Program (EAP)**

800.451.1834  
[www.healthresourceseap.com](http://www.healthresourceseap.com)  
Website username: *tufts*, password: *employee*

The EAP is a confidential counseling service providing professional help to employees, their eligible dependents, and household members for any type of personal problem. EAP services include initial assessment, short-term counseling, referrals, and follow-up.

**Tufts University Police Dept. & Counselor-On-Call**

Boston: 617.636.6911 or x66911  
Grafton: 508.839.5303 or x66911  
[http://publicsafety.tufts.edu/police/](http://publicsafety.tufts.edu/police/)

TUPD will anonymously page the counselor-on-call for you. A counselor is on-call 24 hours a day. 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 are not required to give your name.

You can contact TUPD by activating one of the blue light phones. TUPD can 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.

**Student Advisory and Health Administration Office**

(Confidential)  
[www.tufts.edu/saha](http://www.tufts.edu/saha)  
Debbie Quinn, Director  
Boston: 617.636.2700  
Grafton: 508.839.5302, EXT. 84263
Student Advisory and Health Administration Office (continued)

During normal business hours, this office provides short-term confidential counseling for personal problems, academic concerns, career indecision, increased self-awareness, stress management, anxiety, and family and interpersonal issues. This office can provide referrals for longer-term counseling.

Deans’ Offices

The staff in the Deans’ offices can help to arrange safe housing and/or stay away requests, provide academic support and assistance, and provide information about or facilitate the University disciplinary process if you wish to pursue it.

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

Friedman School of Nutrition Science & Policy
Patrick Webb, Dean for Academic Affairs
617.636.3779
Patrick.Webb@tufts.edu

Sackler School of Graduate Biomedical Science
Naomi Rosenberg, Dean of the Sackler School
617.636.2143
Naomi.Rosenberg@tufts.edu

School of Dental Medicine
Robert H. Kasberg, Jr., Associate Dean of Admissions and 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
ON-CAMPUS RESOURCES

SEXUAL MISCONDUCT REPORTING LIAISONS
(TITLE IX)

Liaisons are available to receive reports of sexual misconduct including, sexual assault, sexual harassment, discrimination, stalking and relationship violence.

OFFICE OF EQUAL OPPORTUNITY:
617.627.3298
oeo@tufts.edu
tufts-oeo.ethicspoint.com (online reporting)

Jill Zellmer
Director & Title IX Coordinator

Sonia Jurado
Title IX Investigator

Barbara Berman
Assistant Dean of Student Affairs
Cummings School
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Barbara.Berman@tufts.edu

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Associate Dean
Public Health & Professional Degree Programs
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Robin.Glover@tufts.edu

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Human Resources Business Partner
Human Resources (Grafton)
508.839.7975 x87975
Lucia.Hackett@tufts.edu

Stacey Herman
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Stacey.Herman@tufts.edu

Janet Kerle
Associate Dean of Students
School of Medicine
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ON-CAMPUS RESOURCES

Kathryn Lange  
Associate Dean  
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Katherine Vosker  
Associate Director of Student Affairs  
School of Dental Medicine  
617.636.0887  
Katherine.Vosker@tufts.edu

Sabrina Williams  
Director of Human Resources for Boston and Grafton  
Human Resources  
617.636.6600  
Sabrina.Williams@tufts.edu

OFF-CAMPUS RESOURCES

Boston Area Rape Crisis Center (BARCC)  
Hot Line: 800.841.8371  
Business: 617.492.8306  
www.barcc.org

Staff are trained in information specific to Tufts and 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.
The following hospitals offer the service of a Sexual Assault Nurse Examiner (SANE), who has special training in medical examination as well as legal, forensic, and psychological training:

**Beth Israel Deaconess Medical**
*Emergency: 617.754.2323; 617.754.2400*
*Main: 617.667.7000*
http://www.bidmc.org/ or

**UMASS Memorial Medical Center**
*508.334.1000 (Grafton Campus)*
http://www.umassmemorial.org/

**Milford Regional Medical Center**
*508.473.1190 (Grafton Campus)*
http://www.milfordregional.org/site/index.cfm

**Center For Violence Prevention and Recovery**
*617.667.8141*
http://www.bidmc.org/violenceprevention
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.

** Victims of Violence Program – Cambridge Health Alliance**
*617.591.6360*
http://www.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.
OFF-CAMPUS RESOURCES

Fenway Community Health Violence Recovery Program  
800.834.3242  
www.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 and/or domestic violence.

Respond, Inc.  
617.623.5900  
www.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.

Casa Myrna Vasquez  
617.521.0100  
www.casamyrna.org
Case Myrna provides 24-hour confidential counseling, emergency shelter, and legal advocacy. They also provide a comprehensive range of programs to address and end domestic and dating violence.

Casa Myrna Safelink Statewide Hotline  
877.785.2020
Safelink is a 24-hour live hotline providing crisis intervention, safety planning, and support provided by Casa Myrna.

The Network for Battered Lesbians/LA Red  
617.742.4911  
http://tnlr.org/
Mon-Fri 9am – 12am  
Sat. 1pm-6pm  
Sun. 1pm – 12am
The Network provides services for lesbians, bisexual women, and transgender individuals.
OFF-CAMPUS RESOURCES

Gay Men’s Domestic Violence Project
800.832.1901
www.gmdvp.org
The GMDVP provides services for gay and bisexual men and transgender individuals.

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
http://mova.state.ma.us/

Victim Rights Law Center
617.399.6720
www.victimrights.org/
The Office of Equal Opportunity (OEO) exists to ensure that the University’s commitment and goals toward equal opportunity are integral components of Tufts’ policies.

We further this mission by ensuring that the University maintains compliance with all federal, state, and local laws pertaining to affirmative action, anti-discrimination, and the Americans with Disabilities Act, through complaint resolution, programming, and training. OEO cooperates with members of the Tufts’ community to resolve complaints of discrimination and sexual harassment and sets forth University policies and guidelines that pertain to these areas of conflict.

OEO is guided by the University’s commitment to and desire for a truly integrated, interactive, productive, successful, diverse, and equitable environment for students, faculty, staff and other community members.