# Sexual Misconduct/Sexual Assault on Campus: Responding to Students

## A Step-by-step Guide for Faculty and Staff

If a student discloses an incident of sexual misconduct, assault or other form of discrimination to you:

### Tier One: Concern
**Care for the Student**
Ensure that they are safe
Provide non-judgmental support

### Tier Two: Connect
**Connect the Student with Resources**
Reporting Options
Counseling and Support
(See resources listed below and on the reverse side)

### Tier Three: Contact
**Contact the Title IX Coordinator for Students**
Jill Zellmer
Executive Director, Title IX and 504 Coordinator
617.627.3298
Jill.Zellmer@tufts.edu

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## Sexual Misconduct and Sexual Assault

**Sexual Misconduct** encompasses unwelcome conduct of a sexual nature that is prohibited by Title IX and Tufts University. Sexual misconduct can occur in any sex/gender configuration, regardless of sex/gender, gender identity or sexual orientation.

Sexual misconduct may vary in its severity and consists of a range of behavior which includes, but is not limited to:

- Sexual Assault
- Sexual Exploitation
- Sexual Harassment
- Sex and/or Gender Discrimination
- Stalking
- Relationship Violence (including Domestic and Dating Violence)

**Sexual Assault** is the act of committing unwanted physical contact of a sexual nature, whether by an acquaintance or by a stranger. Such contact is unwanted when it occurs without the consent of one or both individuals, when one of the individuals is incapacitated or incapable of giving consent, or occurs with the use of force. An “acquaintance” can include close friends, intimate partners, family members or classmates. Sexual assault can occur in any sex/gender configuration, regardless of sex/gender, gender identity or sexual orientation.

There are varying degrees and forms of sexual assault including, but not limited to the following:

- Non-Consensual Contact
- Forced Sexual Contact
- Non-Consensual Sexual Penetration

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## Sexual Misconduct/Assault Support

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<tr>
<th>Office of Equal Opportunity (OEO)</th>
<th>617.627.3298</th>
<th>oeo.tufts.edu</th>
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<tbody>
<tr>
<td>Tufts University Chaplaincy (CONFIDENTIAL RESOURCE)</td>
<td>617.627.3427</td>
<td>chaplaincy.tufts.edu</td>
</tr>
<tr>
<td>Tufts Police Department (university-wide emergency #)</td>
<td>617-627-6911</td>
<td>x66911 from a campus phone</td>
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<thead>
<tr>
<th>Counseling and Mental Health Services</th>
<th>For Medford Campus (CONFIDENTIAL RESOURCE)</th>
<th>617.627.3360</th>
<th>ase.tufts.edu/counseling/</th>
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<tbody>
<tr>
<td>Student Wellness Advisor</td>
<td>Boston and Grafton Campuses (CONFIDENTIAL RESOURCE)</td>
<td>Sharon “Snaggs” Gendron</td>
<td>617.636.2700</td>
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<tr>
<th>Counselor On-Call and Chaplain On-Call (CONFIDENTIAL RESOURCE)</th>
<th>(24 hours/7 days)</th>
<th>TUPD Non-Emergency Medford: 617.627.3030</th>
<th>Boston and SMFA: 617.636.6610</th>
<th>Grafton: 508.887.4900</th>
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For more information on Sexual Misconduct/Sexual Assault and other policies and resources go to: oeo.tufts.edu
I Am Reporting:

**Sexual Misconduct**

**Emergency Services**
Tufts Police
617.627.6911 from a campus phone

**Discrimination**

Office of Equal Opportunity
617.627.3298
oeo.tufts.edu
OEO Liaisons

OR

EthicsPoint
1.866.384.4277 (ANONYMOUS)
tufts-oeo.ethicspoint.com

OR

Human Resources (STAFF)
617.627.6272

**Retaliation**

Office of Equal Opportunity
617.627.3298
oeo.tufts.edu
OEO Liaisons

OR

EthicsPoint
1.866.384.4277 (ANONYMOUS)
tufts-oeo.ethicspoint.com

OR

Human Resources (STAFF)
617.627.6272

I Am Requesting:

**Accommodation**

Office of Equal Opportunity
617.627.3298
oeo.tufts.edu
OEO Liaisons

OR

Human Resources (STAFF)
617.627.6272

OR

Your Manager or Department Chair

Please also refer to Accommodation information on OEO website oeo.tufts.edu/policies-procedures/accommodation/

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**Reporting Resources**

Office of Equal Opportunity
617.627.3298
oeo.tufts.edu
OEO Liaisons

EthicsPoint
1.866.384.4277 (ANONYMOUS)
tufts-oeo.ethicspoint.com

Human Resources (STAFF)
617.627.6272

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**Title IX, Title VII, VAWA and Clery at Tufts:**

**Title IX** of the Education Amendments of 1972

**Title VII** of the Civil Rights Act of 1964

**VAWA:** The Violence Against Women Reauthorization Act of 2013

**CLERY:** Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act

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**Note:** All reporting options are available to both staff and faculty unless otherwise indicated.