

Mutual No Contact Order (NCO) Process - students (in cases of reported sexual misconduct)

Mutual, bi-lateral No Contact Orders are issued for students by the Tufts Office of Equal Opportunity (OEO) as a result of formal complaints of sexual misconduct, Administrative Complaints of sexual misconduct, or as part of an informal process--including a referral from another Tufts Department or Program. Mutual NCOs set parameters for communication and for interactions on the Tufts campus. They are not punitive, and do not go into a student's record (unless or until there is a finding in an OEO matter as a result formal investigation).

1a. Formal Processes

Formal Complaint regarding sexual misconduct initiated by student. NCO will be implemented.

Administrative Complaint initiated by Dean's Office. NCO will be implemented.

1b. Informal Processes

Informal Process initiated by student can include request for NCO.

Student working with another office reaches out to OEO for NCO.

2. Individual Conversations with All Parties of NCO

OEO meets individually with NCO parties to discuss the process and explain factors to consider when setting the parameters within the NCO which may include guidelines regarding:

- Shared classes, clubs and/ or teams*
- Commonly used spaces such as the library, gym and cafeterias
- Work, practice and class schedules
- Housing

*OEO may coordinate with related Tufts community members (e.g. faculty members, coaches, etc.) without disclosing details of matter prompting the NCO

3a. Formal Processes

OEO issues mutual, bilateral NCOs and privacy / non-retaliation agreements to both parties.* NCOs are in place until one or all parties' depart from Tufts and / or schedule or outcome decision necessitate change to NCO.**

3b. Informal Processes

OEO issues mutual, bilateral NCOs and privacy / non-retaliation agreements to both parties.* NCOs are in place until one or all parties depart from Tufts.**

**While mutual NCOs are not punitive, violating the terms of an NCO can carry serious consequences. Please report any allegations of NCO violation to April Robbins, Resource and Support Specialist at OEO (april.robbins@tufts.edu). OEO will review the facts of the allegation and refer potential violations to the Dean's Office for determination of violation.*

***NCOs are reviewed each semester to ensure they address students' current academic schedules and activities. OEO can modify an NCO at any time based on student request (e.g. schedule change, new job on campus, unexpected campus overlap with the other party), or when it is not achieving the purpose or effect of keeping parties separated.*

Questions? Please contact the Office of Equal Opportunity (OEO) at (617) 627-3298 or oeo@tufts.edu or Resource and Support Specialist April Robbins (april.robbins@tufts.edu)



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January 2023