

TUFTS UNIVERSITY NON-DISCRIMINATION RESOURCES

MEDFORD, SOMERVILLE & SMFA

Do you think you or someone you know has experienced *discriminatory behavior or harassment* either on or off campus?

Discrimination is prohibited on the basis of race, color, national or ethnic origin, ancestry, age, religion, disability, sex or gender, gender identity and / or expression, sexual orientation, military or veteran status, genetic information, or any other protected . Here are the **on-campus resources** you can turn to if you need assistance. *Using these resources does not mean you are required to take action to address the misconduct.*

For more information visit <https://oeo.tufts.edu/policies-procedures/non-discrimination/>

EMERGENCY RESOURCES

TUFTS UNIV. POLICE DEPT. (TUPD)
617-627-6911 (24 HOURS/7 DAYS)

COUNSELING & MENTAL HEALTH SERVICES
(CONFIDENTIAL)
617-627-3360 (24 HOURS/7 DAYS)

UNIVERSITY CHAPLAINCY (CONFIDENTIAL)
617-627-3427 [Contact a Chaplain form](#)

HEALTH SERVICES (CONFIDENTIAL)
617-627-3350 (24 HOURS/7 DAYS)

HOUSING CHANGES

If your living situation has become a concern due to discriminatory conduct, you can request temporary or permanent housing changes, even if you do not wish to otherwise pursue action. For more information, please contact:

OFFICE OF EQUAL OPPORTUNITY (OEO)
617-627-3298 | oeo@tufts.edu

OFFICE OF RESIDENTIAL LIFE AND LEARNING
617-627-3248 | residentiallife@tufts.edu

FLETCHER
Kate Cavell | 617-627-0413
kate.cavell@tufts.edu

For immediate or emergency housing changes, please contact:
TUFTS UNIV. POLICE DEPT. (TUPD)
617-627-6911 (24 HOURS/7 DAYS)
617-627-3030 (TUPD NON-EMERGENCY)

OFFICE OF THE DEAN OF STUDENT AFFAIRS
617-627-3158

REPORTING OPTIONS

You have the option to pursue action for discriminatory conduct through disciplinary, criminal and/or civil processes. For more information, please contact:

ETHICSPPOINT (ONLINE REPORTING)
(INCLUDES ANONYMOUS OPTION)
tufts-oeo.ethicspoint.com

OFFICE OF EQUAL OPPORTUNITY (OEO)
Conducts internal investigations, can help with resources and initiate disciplinary procedures for students and employees; a reporting option for any Tufts or non-Tufts affiliate that is supportive and respectful.
617-627-3298 | oeo.tufts.edu

TUFTS UNIV. POLICE DEPT. (TUPD)
Criminal investigations, transportation for medical care and to/from court.
617-627-6911 (24 HOURS/7 DAYS)

REPORTING LIAISONS
<https://oeo.tufts.edu/reporting/non-discrimination/>

AS&E & GSAS
Camille Lizarribar: 617-627-3158
Camille.Lizarribar@tufts.edu

SMFA
Leah Gadd: 617-627-0032 |
Leah.Gadd@tufts.edu

School of Engineering (SOE)
Karen Panetta: 617-627-5976
Karen@eecs.tufts.edu

FLETCHER
Kate Cavell: 617-627-0413
kate.cavell@tufts.edu

ANY NON-CONFIDENTIAL UNIVERSITY EMPLOYEE IS REQUIRED TO REPORT DISCRIMINATION AND / OR HARASSMENT, COMPLAINTS, INCLUDING SEXUAL MISCONDUCT.

ACADEMIC SUPPORT

You can request academic support even if you do not wish to otherwise pursue action. For more information, please contact:

OFFICE OF EQUAL OPPORTUNITY (OEO)
617-627-3298 | oeo.tufts.edu

ACADEMIC ADVISING: AS&E, SOE & GSAS/ SMFA
617-627-2000
<https://students.tufts.edu/academic-advice-and-support/about/find-your-advisor>

FLETCHER STUDENTS:
Kate Cavell | 617-627-0413
kate.cavell@tufts.edu

NO CONTACT ORDERS

No Contact Orders are issued to prohibit contact between parties when there is a complaint alleging discrimination or harassment, including sexual misconduct. For more information, please contact:

- **OEO:** 617-627-3298
- Your dean:
 - ASE:** Camille Lizarribar, 617-627-3158
 - GSOE:** Karen Panetta, 617-627-5976
 - SMFA:** Leah Gadd: 617-627-0032

For information about restraining orders and other protective police action, please contact:
TUFTS UNIV. POLICE DEPT. (TUPD)
617-627-3030 (TUPD NON-EMERGENCY)

STUDENT SUPPORT

The [Student Support](#) team helps students navigating personal, health, academic and life issues to understand and connect with campus supportive resources. The team also works with students on [medical leaves of absence](#) and [return to campus after emergency hospitalizations](#). If you are concerned about another student you can reach out to the team or fill out the [student concern form](#).

Email: studentsupport@tufts.edu Telephone: 617-627-3158

DIVERSITY AND INCLUSION DEANS

AS&E—Undergraduate Ellise LaMotte
Associate Director, Diversity and Inclusion
617-627-0417 Ellise.LaMotte@tufts.edu

Interim Dean, School of A&S ; Dean, Graduate School of A&S: Bárbara Brizuela
Dean of Academic Affairs
617-627-4230 | Barbara.Brizuela@tufts.edu

School of Engineering Faculty: Chris Swan
Dean of Undergraduate Education
617-627-3211 | Chris.Swan@tufts.edu

Graduate School of Engineering: Karen Panetta
Dean of Graduate Education
617-627-5976 | Karen.Panetta@tufts.edu

TISCH: Dayna Lee Cunningham
Dean, Tisch College
Dayna.Cunningham@tufts.edu

FLETCHER: Adrian T. Thomas
Assistant Dean for Diversity and Inclusion
Adrian.Thomas@tufts.edu

UNIVERSITY COLLEGE: Jessica Bates
Associate Dean Academic & Student Affairs,
University College
617-627-7820 | Jessica.Bates@tufts.edu

CENTRAL: Monroe France
Vice Provost for Institutional Inclusive Excellence
Medford / Somerville
617-627-5018
Monroe.France@tufts.edu

TUFTS UNIVERSITY NON-DISCRIMINATION RESOURCES OFF-CAMPUS

Do you think you or someone you know has experienced **discriminatory behavior** or **harassment** either on or off campus? Discrimination is prohibited on the basis of race, color, national or ethnic origin, ancestry, age, religion, disability, sex or gender, gender identity and / or expression, sexual orientation, military or veteran status, genetic information, or any other protected . Here are the **on-campus resources** you can turn to if you need assistance. *Using these resources does not mean you are required to take action to address the misconduct.*

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GENERAL RESOURCES

OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY - MA STATE

(617) 727-7441

<https://www.mass.gov/orgs/office-of-diversity-and-equal-opportunity>

ATTORNEY GENERAL'S CIVIL RIGHTS DIVISION—MA STATE

Protection against hate crimes | (617) 963-2917

<https://www.mass.gov/info-details/learn-about-the-attorney-generals-civil-rights-division>

U.S. DEPARTMENT OF EDUCATION

Office for Civil Rights | (800) 421-3481

<https://www2.ed.gov/about/offices/list/ocr/index.html>

U.S. EMPLOYMENT OPPORTUNITY COMMISSION

(800) 669-4000

<https://www.eeoc.gov/field-office/boston/location>

MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION

(617) 994-4000

<https://www.mass.gov/orgs/massachusetts-commission-against-discrimination>

NOTICE OF RIGHTS

Victims/survivors/complainants have the right to notify law enforcement of the incident and seek their involvement. Victims/survivors/complainants have the right to be assisted by campus authorities in notifying law enforcement, if requested. Victims/survivors/complainants also have the option to decline to notify and involve law enforcement.

Victims/survivors/complainants and accused parties are both entitled to have one support person or advisor present when meeting with the Office of Equal Opportunity.

Victims/survivors/complainants and accused parties shall both be informed in writing of the outcome of any disciplinary proceeding.

Victims/survivors/complainants and accused parties have the option to seek support services such as housing changes, academic support, or counseling services (*please see other side of this resource pamphlet for additional information*).

There are many options for reporting incidents of discriminatory behavior or harassment, including the Office of Equal Opportunity and the Tufts University Police Department. Confidential reporting options are also available including Ethics Point online (with anonymous reporting option) tufts-oeo.ethicspoint.com. *Please see other side of this resource pamphlet for additional reporting options.*

Confidentiality and Privacy Information: Confidential reporting and support resources are available, including counseling and medical services (*please see other side of this resource pamphlet for additional information*). Other reporting options, such as the Office of Equal Opportunity (OEO), are not confidential but will protect individual privacy as best as possible. Information generally will be shared only to the extent necessary to complete an investigation and/or disciplinary process and to provide support resources if desired. The University will comply with required crime reporting which is published without identifying information.