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 characteristic.

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/

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**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)

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**REPORTING OPTIONS**

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

**ETHICSPoint (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

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**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

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**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

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**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
- **Dean:**
  - **AS&E:** Camille Lizarribar, 617-627-3158
  - **GSAS/SMFA:** Leah Gadd: 617-627-0032
  - **School of Engineering:** Karen Panetta, 617-627-5976
  - **University College:** Jessica Bates
  - **Interim Dean of GSAS:** Bárbara Brizuela
  - **Dean of Academic Affairs:** Barbara.Brizuela@tufts.edu

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**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
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/

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**GENERAL RESOURCES**

**OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY - MA STATE**
(617) 727-7441

**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

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**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.

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For more information please visit: oeo.tufts.edu or call OEO: 617-627-3298

TUFTS UNIVERSITY | OFFICE OF EQUAL OPPORTUNITY