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. Sexual misconduct can occur regardless of gender or sexual identity/expression. 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/sexual-misconduct/

**Tufts University**

**NON-DISCRIMINATION RESOURCES**

**MEDFORD, SOMERVILLE & SMFA**

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**Emergency Resources**

<table>
<thead>
<tr>
<th>Tufts Univ. Police Dept. (TUPD)</th>
<th>617-627-6911 (24 hours/7 days)</th>
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<tbody>
<tr>
<td>Counseling &amp; Mental Health Services (Confidential)</td>
<td>617-627-3360 (24 hours/7 days)</td>
</tr>
<tr>
<td>University Chaplaincy (Confidential)</td>
<td>617-627-3427 [Contact a Chaplain form]</td>
</tr>
<tr>
<td>Health Services (Confidential)</td>
<td>617-627-3350 (24 hours/7 days)</td>
</tr>
</tbody>
</table>

**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

**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

  **Advising:**

  - **AS&E & SOE & GSAS**
    - 617-627-2000
    - [http://students.tufts.edu/academic-advice-and-support/academic-advising#Associate_Deans](http://students.tufts.edu/academic-advice-and-support/academic-advising#Associate_Deans)

  **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 sexual misconduct. For more information, please contact:

- **OEO**: 617-627-3298
- **Your Dean**:
  - **AS&E**: Camille Lizarribar, 617-627-3158
  - **SOE & GSAS**: 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

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For more information on sexual misconduct policy and resources, please visit: [oeo.tufts.edu](http://oeo.tufts.edu) or call OEO: 617-627-3298

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**Tufts University | Office of Equal Opportunity**
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**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/service-details/protections-against-hate-crimes](https://www.mass.gov/service-details/protections-against-hate-crimes)

**U.S. DEPARTMENT OF EDUCATION Office for Civil Rights** (800) 421-3481  
[https://www2.ed.gov/about/offices/list/ocr/index.html](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](https://www.eeoc.gov/field-office/boston/location)

**MASSACHUSETTS COMMISSION AGAINST DISCRIMINATION**  
(617) 994-4000  
[https://www.mass.gov/orgs/massachusetts-commission-against-discrimination](https://www.mass.gov/orgs/massachusetts-commission-against-discrimination)

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**Confidentiality and Privacy Information:** Confidential 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.