

# 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](mailto:oeo@tufts.edu)

**OFFICE OF RESIDENTIAL LIFE AND LEARNING**  
617-627-3248 | [residentiallife@tufts.edu](mailto:residentiallife@tufts.edu)

**FLETCHER**  
Kate Cavell | 617-627-0413  
[kate.cavell@tufts.edu](mailto: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](https://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](https://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](mailto:Camille.Lizarribar@tufts.edu)

**SMFA**  
Leah Gadd: 617-627-0032 |  
[Leah.Gadd@tufts.edu](mailto:Leah.Gadd@tufts.edu)

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

**FLETCHER**  
Kate Cavell: 617-627-0413  
[kate.cavell@tufts.edu](mailto: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](https://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](mailto: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](mailto: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](mailto:Ellise.LaMotte@tufts.edu)

**A&S Faculty and Graduate School of A&S:**  
Bárbara Brizuela  
Dean of Academic Affairs  
617-627-4230 | [Barbara.Brizuela@tufts.edu](mailto:Barbara.Brizuela@tufts.edu)

**School of Engineering Faculty:** Chris Swan  
Dean of Undergraduate Education  
617-627-3211 | [Chris.Swan@tufts.edu](mailto:Chris.Swan@tufts.edu)

**Graduate School of Engineering:** Karen Panetta  
Dean of Graduate Education  
617-627-5976 | [Karen.Panetta@tufts.edu](mailto:Karen.Panetta@tufts.edu)

**TISCH:** Dayna Lee Cunningham  
Dean, Tisch College  
[Dayna.Cunningham@tufts.edu](mailto:Dayna.Cunningham@tufts.edu)

**FLETCHER:** Adrian T. Thomas  
Assistant Dean for Diversity and Inclusion  
[Adrian.Thomas@tufts.edu](mailto:Adrian.Thomas@tufts.edu)

**UNIVERSITY COLLEGE:** Olaf Dammann  
Professor - Public Health & Comm. Medicine  
617-636-3963 | [Olaf.Dammann@tufts.edu](mailto:Olaf.Dammann@tufts.edu)

**CENTRAL:** Monroe France  
Vice Provost for Diversity, Equity, Inclusion & Justice (DEIJ)  
Medford / Somerville  
617-627-5018  
[Monroe.France@tufts.edu](mailto: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**

**NOTICE OF RIGHTS**

**OFFICE OF DIVERSITY AND EQUAL OPPORTUNITY - MA STATE**

(617) 727-7441

<https://www.mass.gov/info-details/learn-about-equal-employment-opportunity-eeo-affirmative-action-aa-diversity-inclusion-and-equity>

**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>

**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>

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](https://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.