

TUFTS UNIVERSITY SEXUAL MISCONDUCT RESOURCES *EMPLOYEES*

FOR COMPLAINANTS AND RESPONDENTS

Do you think you may have been treated differently in the workplace based on a part of your identity you cannot help or control? Do you think you are experiencing unwanted sexual attention in the workplace? Do you need resources and supports to help you navigate these concerns and/or figure out your options?

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/>

EMERGENCY RESOURCES

TUFTS UNIV. POLICE DEPT. (TUPD)
617-627-6911 (24 HOURS/7 DAYS)
Mary McCauley, Deputy Chief
Mary.McCauley@tufts.edu

CHAPLAIN-ON-CALL
(CONFIDENTIAL)
617-627-3030 (24 HOURS/7 DAYS)

ONLINE RESOURCES

TUFTS MOBILE APP
<http://m.tufts.edu>

ETHICSPPOINT (ONLINE REPORTING)
(ANONYMOUS OPTION)
[tufts-oeo.ethicspoint.com](https://oeo.ethicspoint.com)

OEO WEBSITE: oeo.tufts.edu

EMPLOYEE ASSISTANCE PROGRAM

EMPLOYEE ASSISTANCE PROGRAM
(EAP) (CONFIDENTIAL)

The Employee Assistance Program (EAP) is a confidential resource available to all employees of Tufts University. You can talk with them about any workplace or personal issues or concerns you may be encountering .

1-800-648-9557
my.kgalifeservices.com/o/tufts

REPORTING OPTIONS

You may have options to pursue sexual misconduct through disciplinary, criminal and/or civil processes. For more information, please contact:

OFFICE OF EQUAL OPPORTUNITY (OEO)
617-627-3298 | oeo@tufts.edu
<http://oeo.tufts.edu>

Internal investigations, can help initiate disciplinary procedures for students and employees; reporting for any Tufts or non-Tufts affiliate

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

TUPD: 508-887-4900 (24 HOURS/7 DAYS)
Criminal investigations, transportation for medical care and to/from court

HUMAN RESOURCES (STAFF)
<https://access.tufts.edu/human-resources-contacts>

TUFTS SUPPORT SERVICES
617-627-7000
tss@tufts.edu

OFFICE OF THE PROVOST (FACULTY)
Office of the Provost and Senior Vice President, Tufts University
Ballou Hall
Medford, MA 02155
617-627-3310
provost@tufts.edu

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

TUFTS' TITLE IX COORDINATOR

Jill Zellmer, OEO Executive Director and Title IX and 504 Coordinator
Jill.Zellmer@tufts.edu, 617-627-3298

DIVERSITY AND INCLUSION DEANS and CONTACTS

AS&E—Undergraduate
Nandi.Bynoe@tufts.edu

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UNIVERSITY COLLEGE
Olaf.Dammann@tufts.edu

JUMBO HEALTH CENTER

The Jumbo Health Center (formerly the Wellness Center) provides health and wellness services to you, your spouse, or domestic partner - often with little or no wait time for appointments. Tufts offers these services in partnership with Marathon Health, a workplace health provider that operates health centers nationwide. More information is available on the Tufts website:

<https://access.tufts.edu/jumbo-health-center-and-health-coaching>

NO CONTACT ORDERS

OEO: 617-627-3298

Stay Away Requests (SARs) may be issued without pursuing formal action to address harassment, stalking, and other unwanted attention related to protected categories.

No Contact Orders (NCOs) are issued to prohibit contact between parties when there is a complaint alleging sexual misconduct.

For information about SARs or NCOs, please contact OEO.

TUPD: 617-627-6911 (24 HOURS/7 DAYS)

NON-EMERGENCY NUMBERS

Medford/Somerville: 617-627-3030

Boston: 617-636-6610

Grafton: 508-887-4900

SMFA at Tufts: 617-636-6610

For information about restraining orders and other protective orders, please contact TUPD.

TUFTS UNIVERSITY SEXUAL MISCONDUCT RESOURCES *OFF-CAMPUS* FOR COMPLAINANTS AND RESPONDENTS

Do you think a colleague might accuse you of sexual harassment or of treating someone differently based on a part of their identity they cannot help or control? Do you need resources and supports to help prevent you from treating colleagues differently in the workplace based on protected categories?

Protected categories include: race, color, national origin, ethnicity, ancestry, age, religion, disability, sex, (including pregnancy), gender, gender identity and/or expression (including a transgender identity or gender non-conforming identity), sexual orientation, military or veteran status and genetics. Discrimination and harassment prevention policies at Tufts also protects faculty, staff, students and others from sexual harassment and other forms of sexual misconduct, including sexual assault, rape, sexual exploitation, sexual coercion, stalking and intimate partner/relationship violence and domestic violence.

LOCAL RESOURCES

**MASSACHUSETTS COMMISSION
AGAINST DISCRIMINATION**
1 Ashburton Place, Suite 601
Boston, MA 02108
[\(617\) 994-6000](tel:6179946000)

**BOSTON AREA
RAPE CRISIS CENTER (BARCC)**
Medical Advocacy, Hotline 24/7, Community
Education, Referrals, Legal Assistance
Hotline: 800-841-8371
Business: 617-492-8306

**DAYBREAK
DOMESTIC ABUSE**
24-hr Hotline:
508-755-9030

**PATHWAYS FOR CHANGE
(RAPE CRISIS CENTER OF CENTRAL MASSACHUSETTS)**
24-hour Hotline:
800-870-5905
www.pathwaysforchange.help/pfc/

NATIONAL RESOURCES

**OFFICE FOR CIVIL RIGHTS
U.S. DEPARTMENT OF
HEALTH
& HUMAN SERVICES**
200 Independence Avenue,
S.W.
Washington, D.C. 20201
1-800-368-1019
TTD : 1-800-537-7697
www.hhs.gov/ocr

**EQUAL EMPLOYMENT
OPPORTUNITY COMMISSION**
1-800-669-4000
1-844-234-5122 (ASL Video Phone for
Deaf/Hard of Hearing callers only)

NATIONAL DOMESTIC VIOLENCE HOTLINE:
1-800-799-7233
www.thehotline.org

NOTICE OF RIGHTS

- Complainants have the right to notify law enforcement of the incident and seek their involvement. Complainants have the right to be assisted by campus authorities in notifying law enforcement, if requested. Complainants also have the option to decline to notify and involve law enforcement.
- Complainants and respondents are both entitled to have one support person or advisor present when meeting with administrators and/or law enforcement.
- Complainants and respondents shall both be informed in writing of the outcome of any disciplinary proceeding.
- Complainants and respondents 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 sexual misconduct, including the Office of Equal Opportunity and the Tufts University Police Department. Confidential reporting options are also available including EP (*please see other side of this resource pamphlet for additional reporting options*).
- In cases of sexual assault, it is important to preserve physical evidence. Physical evidence can be collected for up to 5 days after the incident. For more information, please see <https://care.tufts.edu/resources/>

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.